

Government Funding Cuts Hamper Access

A STATISTICS Canada report says that the rapid increase in tuition fees is widening the gap in university participation rates between the rich and poor in Canada.

Measuring the socio-economic status of university students between 1986 and 1994, the study found that participation rates for young people from low and middle-income families were similar in 1986, but had widened dramatically by 1994. Participation rates for students from higher income households are significantly higher than those from middle and low-income families.

"Students from low-income households have simply been unable to shoulder the burden of higher tuition fees," said CAUT president Tom Booth. "It's time our governments take a serious look at how funding cuts are threatening accessibility and equality of opportunity."

Booth also noted that despite the improved fiscal climate in Canada, there is little sign that governments are prepared to reinvest in post-secondary education. Provincial funding of post-secondary education, when measured on a per capita and constant dollar basis, declined slightly again last year, and remains well below levels of the early and mid-1990s.

"Although government cuts have shown some sign of bottoming out in the past two years," Booth added, "it would still require an immediate investment of nearly \$1.9 billion to bring funding levels back to where there were in 1991."

Federal transfers to universities and colleges declined by more than 20 per cent since 1991, Booth said, while provincial transfers dropped 12 per cent. By contrast, university and college revenues from tuition fees soared by 40 per cent.

Among the provinces in 1999/00, post-secondary education expenditures when measured on a per capita basis and in constant 1992 dollars, were highest in Quebec (\$418), Alberta (\$349) and British Columbia (\$347). Expenditures are lowest in Prince Edward Island (\$269), Nova Scotia (\$277) and Ontario (\$286).

Provincial operating grants to universities last year increased modestly in only half the provinces over the previous year. Real per capita funding in all provinces remains well below 1992/93 levels. ■

Trent Case Goes to Court

A n action brought by Trent faculty members against Trent University's Board of Governors goes to court on Sept. 18 in Toronto. The faculty members are asking the court to quash a board decision to consolidate the university on its suburban campus and close its downtown colleges. The board decision was taken in Nov. 1999, just three days after Trent's senate had voted against any sale or closure of its colleges.

The hearing for the judicial review will be before three Ontario Divisional Court judges. CAUT legal staff are helping with the case, in collaboration with the Toronto law firm Torrys, with John Laskin as Senior Counsel.

"Our case is based on the fact that the Trent University Act gives the senate exclusive authority over the educational policy of the university," Laskin said. "Closing the downtown colleges will have a profound impact on that policy."

The consolidation plan is part of a capital development strategy approved at Trent president Bonnie Patterson's urging. Patterson cited the pressure of a deadline for applying for Ontario Superfund funds.

The strategy proposed a sweeping physical centralization that would drastically alter Trent's college-based set up. In addition to selling off the downtown colleges (Trent's oldest, and a base for the humanities and the arts), and relocating their departments and staff at the main Symons campus, the plan called for expanded science facilities, the creation of "smart" teaching space, and commercially managed student residences to handle predicted enrolment growth. The

plan was developed by a special task force and presented to the university community only weeks before the board was required to approve any application for Superfund funds.

Prior to the board vote, Patterson had asked for the senate's endorsement. The senate passed a motion against including in Trent's Superfund application any plan based on "either a change of location or a net reduction of facilities at any downtown or Symons campus college." The motion underlined the "integral" importance of the college system to Trent's mission and cited senate's statutory authority under the Trent Act to determine educational policy.

The university has been badly divided as a result of the Patterson plan. "There are serious disagreements in the university about the president's plan, including about the financial implications," said Trent faculty member Graham Cogley. Cogley, a physical geographer based on the Symons campus, is part of a wider faculty group supporting the application for judicial review, filed at the beginning of this year.

And while the Patterson plan has support among many sectors of the faculty, there is equally strong opposition. Some are anxious to preserve the educational role of the colleges, others are worried about the academic implications for the future of the humanities and performing arts. The haste with which the plan was developed has left some concerned that the financial implications have not been properly thought through.

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L'Université Trent devant la justice

Le corps professoral de l'Université Trent a intenté une action en justice contre le conseil d'administration et la cause sera entendue à Toronto le 18 septembre. Le corps professoral demande au tribunal d'annuler une décision du conseil d'administration de consolider le campus de la banlieue et de fermer les collèges du centre-ville. Le conseil d'administration a pris cette décision en novembre 1999, tout juste trois jours après que l'assemblée universitaire eut voté contre la vente ou la fermeture des collèges.

L'examen judiciaire sera entendu par trois juges de la Cour divisionnaire de l'Ontario. Le personnel des services juridiques de l'ACPPU a prêté son concours, en collaboration avec l'étude d'avocats Torrys de Toronto, M^{re} John Laskin étant l'avocat principal.

"Notre cause se fonde sur le fait que la loi régissant l'Université Trent confère à l'assemblée universitaire le pouvoir exclusif de décider de la politique pédagogique de l'université", a déclaré M^{re} Laskin. « La fermeture des collèges du centre-ville aura une énorme incidence sur cette politique. »

Le projet de regroupement s'inscrit dans une stratégie de développement des immobilisations approuvée à la demande instantane de la rectrice, Bonnie Patterson. Cette dernière a invoqué l'imminence de la date d'échéance pour faire une demande dans le cadre du Superfonds de croissance de l'Ontario.

La stratégie propose une centralisation radicale qui modifierait en profondeur l'organisation physique de l'université s'articulant autour des collèges. En plus de vendre les collèges du centre-ville (les plus vieux bâtiments de l'université qui abritent en outre

les sciences humaines et les arts) et de déménager leurs départements et le personnel, le projet préconise l'agrandissement des installations pour les sciences, la création d'espaces d'enseignement « intelligents » et des résidences d'étudiants dotées d'une gestion commerciale pour composer avec l'augmentation prévue des effectifs étudiants. Mis au point par un groupe de travail spécial, le projet a été présenté à la collectivité universitaire seulement quelques semaines avant que le conseil d'administration ne soit tenu d'approuver la demande de subvention dans le cadre du Superfonds de croissance.

Avant le vote du conseil d'administration, Mme Patterson avait demandé l'aval de l'assemblée universitaire. Celle-ci a adopté une motion contre l'inclusion, dans la demande de subvention, d'un projet qui déplacerait des installations ou les réduirait sensiblement, tant aux collèges du centre-ville qu'au campus Symons. La motion soulignait l'importance des collèges « dans leur intégralité » pour la mission de l'université et précisait le pouvoir légal que la loi régissant l'université confère à l'assemblée universitaire pour déterminer les politiques pédagogiques.

Le projet de la rectrice a eu comme conséquence de diviser profondément l'université. « Ce projet suscite au sein de l'établissement de sérieuses divergences, notamment au chapitre des conséquences financières », a déclaré Graham Cogley, un professeur à l'Université Trent. Géographe spécialisé en géographie physique et rattaché au campus Symons, M. Cogley fait partie d'un large groupe de professeurs appuyant

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CAUT Launches 'Fund the Future'

Postcard campaign set to start this month across the country.

MORE than 100,000 postcards urging the federal government to increase its core funding of Canada's universities and colleges are being distributed on campuses across the country this fall. The eye-catching postcard is the latest weapon in CAUT's ongoing campaign to raise awareness about the problems plaguing post-secondary education as a result of government cutbacks.

"With a federal budget a few months away and an election on the horizon, we need to send a message loud and clear that our politicians must deal with the crisis in post-secondary education funding," said CAUT president Tom Booth. "Now that the government has turned the corner on the deficit, it's time to rebuild our universities and colleges before it's too late."

Postcards, posters and drop boxes have been sent to more than 30 local and provincial associations participating in the campaign that calls on the Liberal government to make a significant reinvestment in post-secondary education in its next budget. Signed postcards will be collected by CAUT and delivered to Prime Minister Jean Chrétien following a news conference in Ottawa in late October.

"We need to get the message out that previous budgets have simply tinkered around the edges of the problem," Booth said. "Whether it's the Millennium Scholarships or the Canada Research Chairs or any of the other boutique programs, these initiatives simply ignore the real need — the need for renewed core funding." ■

Postcards and posters are available. For details, contact Lynn Braun (braun@caut.ca).



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LETTERS COURRIER

The Buck Stops Here — E-Business Puts Theses Up for Sale

A few weeks ago, I received an e-mail from a student of mine who follows the discussion of the Political Science Graduate Students' list-serve. It appears the National Library of Canada, that venerable institution to which I had made available my PhD dissertation, had, without my knowledge, one of its agents selling my work for profit on the Web. The insult was not purely personal. All of the dissertations produced by my colleagues were there, available at Contentville.com for quite a bit more than cost. None of us had given our permission for our work to be included on this site; in fact, none of us knew of its existence.

My understanding is that, when I signed my copyright agreement with the National Library, the purpose of this agreement was to make my work available at cost, and not for profit, to researchers and scholars who might be interested in it. From what I gather, the library is abdicating the responsibility that I, and many others, believed was entailed by the copyright agreements we signed at the time of our defense.

The library has, for many years, contracted Bell & Howell to make MA, MSc theses, and PhD dissertations available to scholars and researchers. Bell & Howell, in turn, has subcontracted this service to a company called UMI Dissertations Publishing. On July 31 of this year, the Contentville site was launched. It offers, for sale, and at a profit under an agreement with UMI, every Canadian MA and MSc thesis, and PhD dissertation, written in the past 12 years (and more). Contentville, an American company, is owned in part by Microsoft, CBS and NBC.

None of us who have our work included on the site have been asked for permission for our work to be included. The position of the library appears to be that the copyright agreement we all signed at the time of our defense licenses it or its agents to have our work sold, for profit, at a site like Contentville. And, according to the library, we are all entitled to royalties from UMI for copies of our work sold through Contentville, though nobody has explained how UMI is supposed to contact us, and none of us has personally negotiated any kind of agreement with UMI. To my knowledge, and after many inquiries, it's also not clear that any of us have the right to pull our work from the Contentville site.

How do I feel? Raped (which is an interesting word for a rather staid, not-necessarily-but maybe feminist-scholar, to use). My dissertation cost me dearly and the notion that someone is out there making money off my work — and I don't care if it's 25 cents a year — without my consent, drives me nuts.

But there's a far more serious issue. The mandate of the library has been to keep this stuff available, at cost, to people who are interested. After all, the "stuff" has been largely paid for by taxpayers (as some of us have become) and is part of the cultural heritage of the nation. Given the propensity of government agencies to privatize whenever possible, what will happen to the public mandate for necessary, public archival services? Will there come a time when the library (and its agent, UMI) simply says, "It's available on the Web from private sources, and we don't need to do that any more?"

Right now, one can access Canadian research material in the form of MA, MSc, and PhD theses and dissertations at cost. What will happen when a commercial site becomes the largest research and journalistic database on the Web? Will public institutions like the National Library bail out? It seems to me they have already begun to do so. What will the world be like when academic candidates have to pay Contentville \$500 a hit for the information they require, and when that information is not available elsewhere? Slippery slope? Yup. But the Web, when it comes to intellectual property, has proven to be very slippery indeed.

The answer is surely not legal proceedings — unless someone's ready to come forward with a few million bucks. We are, after all, talking about Microsoft, NBC and CBS, along with a fairly open-ended copyright agreement. The answer is political. At a minimum, all universities in Canada should resolve to discourage MA, MSc and PhD candidates from signing over copyright rights to the National Library until this issue is resolved. And, if it cannot be resolved, perhaps the universities should form their own Web network, offering at cost the results of publicly funded MA, MSc and PhD work that is produced in Canada.

ANNE LEAVITT
Liberal Studies, Malaspina University College

CAUT Calls on National Library for Alternative to Contentville.com

Since the beginning of August CAUT has received a deluge of calls and e-mails from its members expressing their concern over the commercial sale of Canadian theses through Contentville.com.

For many years graduate students have provided copies of their theses to the National Library of Canada on the understanding that the library would make the material available on a non-commercial basis to the academic community. The program has received wide support because it created a large and accessible body of public knowledge. The library contracted distribution to UMI Dissertations Publishing, now a division of Bell & Howell. UMI has in turn subcontracted the use of Canadian theses and dissertation material to Contentville.com, which this July began selling Canadian theses on the Internet.

CAUT believes that the promotion of Canadian scholarship is not well served by the costly for-profit commercial system that the arrangement with the American UMI/Contentville represents and in mid-August asked the National Library to sever its relationship with private corporations.

In response to complaints by graduate students and faculty, Contentville announced in late August that it would cease distributing Canadian theses in the near future. The same day, CAUT sent the following letter to David Balatti, director for bibliographic services at the National Library. — ed.

CAUT has learned that Contentville.com has, as a result of the outcry from Canadian graduate students and academics, decided to remove all Canadian dissertations and theses from the offerings on its web site within the next several weeks.

The removal of this material creates the opportunity for the National Library to arrange a more affordable and accessible alternative. The Contentville decision adds urgency to our request that the National Library set up a consultative committee on this matter as soon as possible. That committee should include all interested parties and should work expeditiously to develop a model of non-profit theses distribution that all stakeholders can agree is appropriate.

Please let us know your plans as soon as possible. We look forward to working closely with the library in this endeavour.

JAMES L. TURK
Executive Director, Canadian Association of University Teachers

CAUT Protests Arrest of Teacher Leader in Ecuador

On July 5, CAUT president Tom Booth wrote to Gustavo Noboa, president of Ecuador, condemning a violent police assault on the national headquarters of the National Union of Educators (UNE) and the arrest and imprisonment of the union president. UNE represents most of the teachers in the schools and universities in Ecuador. The Ecuadorian teachers had been on a full-scale strike since May. CAUT called for the immediate and unconditional release of all imprisoned National Union of Educators leaders and a respect for the labour rights of teachers and all other workers in Ecuador. The text of the letter follows. — ed.

I am writing on behalf of the Canadian Association of University Teachers which represents 30,000 academic staff members at universities and colleges across Canada.

We are deeply troubled that your government arrested Professor Aracely Moreno Silva, president of the National Union of Educators (UNE) following a violent police assault on the UNE national headquarters on June 21 at the end of a meeting of the UNE's National Council.

The arrest of Aracely Moreno and the violent police assault on the UNE headquarters violates constitutional guarantees and fails to recognize the parliamentary immunity Professor Moreno enjoys as an alternative representative in the National Congress. Her jailing adds to the equally unconstitutional arrests of other UNE leaders, such as Ernesto Castillo (president of the Guayas province section of UNE), and Carlos Medina (former national president).

These actions contradict your government's public declaration that it is open to dialogue. The teachers' strike has been about restoring wages to their 1999 level and suspension of the new Education Law that indirectly encourages privatization and directly eliminates teachers' job security and other labour rights. We urge the immediate and unconditional release of all UNE leaders and a respect for the labour rights of teachers and all other workers.

TOM BOOTH
President, Canadian Association of University Teachers

President's Column

Academic Freedom as Just Another Commodity

By TOM BOOTH

APPROACHING our fiftieth year as an organization, we are every bit as much challenged by threats to academic freedom as we were in our early days. Academic freedom is potentially seen by some as a commodity, as if it were part of our compensation as a group of employees (e.g., see the recent Queen's University arbitration).

Perhaps the greatest danger, however, is bundled into virtual education, commodification, internationalization, and the goals of trade negotiators currently renegotiating the General Agreement on Trade in Services (GATS) in closed-door sessions in Geneva.

The Effect of GATS

Left unchecked, the results of GATS sessions will be the enhanced and continual broadening and deepening of the influence of commercial interests on our campuses. Our teaching and research endeavors will be classified as services for trade. Inclusion of educational services will capture many of our activities, treat them as 'commodities', and broaden external influence and control.

Specification of educational services through a process of classification and reclassification will deepen intrusiveness into programs and courses. Under the current definition of subsidy many of our practices, such as public support for students and their research, can be viewed as impediments to free trade and brought into the realm of dispute mechanisms creating a climate of conflict.

Ultimately, in the name of enhanced trade an ideal world of 'sameness' and homogenization will prevail. Diversity of approaches to program content and delivery, currently resident in the university, will be a thing of the past.

Virtual delivery of information to students will facilitate turning university education into a marketable commodity. Inquiry will reside separately from delivery. Senates, collective agreements and academic freedom will fall victim to the drive for the sale of educational services. They are, after all, in the way of unimpeded trade. In the end, university autonomy will suffer, if not be totally jeopardized. Our profession will be casualized. Words and ideals like long term commitment, social responsibility and knowledge for the common good will be disastrously eroded — or extinguished.

No doubt this is a grim picture. Certainly, it is purposely painted to call attention. It is one which none of us is prepared to accept.

What Can We Do?

First and foremost we can fully understand the potential implications of the GATS for our institutions and over the range of tools

which each of us employs in our teaching and research. Inquiry and delivery must not be separated and steps should be taken to promote both for the entire collective professoriate.

We need to see the far-ranging effects of the agreement on our professional functions and attempt to discover what is going on at the GATS negotiating tables. By analyzing possible effects on post-secondary education we can devise positions and arguments for calling the substance and processes of the agreement into question.

On a broader front we can look for allies committed to maintaining academic freedom, diversity of programs and approaches, collegial academic decision-making bodies such as senates, and institutional autonomy. Some of our strongest allies are to be found in the Americas. For example, Red SEPA (the Civil Society Network for Public Education in the Americas), as an outgrowth of IDEA (Initiative for Development of Education in the Americas), lays out objectives and programs which clearly address concerns with globalization, commodification, internationalization and delivery.

Allies at the Grass Roots Level

Members of SEPA and IDEA will be meeting at the Fifth Trilateral Conference in Defense of Public Education to be held in Zacatecas, Mexico on 3-5 November 2000. The themes of the meeting will revolve around funding for education, commodification and internationalization. Organizers for the conference have invited the participation of CAUT. They also especially encourage attendance of constituent local associations of our organization.

Various trade strategists advocate collaborative research to analyze impacts of GATS and NAFTA on post-secondary education. Research on educational priorities in hemispheric developing regions is also proposed. An extremely notable component of SEPA is its research program on hemispheric educational issues in the Americas. I see such research activities as important opportunities for all of us.

SEPA and IDEA certainly offer us an occasion to exchange ideas and approaches with allies at the grass roots level on common issues. Participation in the initiative and network can only enhance our abilities to be activists on the bundled issues of distance and virtual delivery, commodification, internationalization and trade agreements.

I hope to work with you at the Fifth Trilateral Conference in Defense of Public Education.

President's Column is a new feature in the Bulletin.

Don't Blame Brain Drain on the Federal Government

U.S. states value their universities far more than Canadian provinces do, and put far more money into them. The provinces, not Ottawa, control education spending.

By BARRY COOPER & DAVID BERCUSON

HARDLY a week goes by without someone in this country complaining about the brain drain of Canadian talent to the United States, and making sure the federal government gets the blame.

The latest group of complainers consists of the deans of some of Canada's most prestigious business schools who can't seem to keep, or attract, Canadians of the top rank for their teaching faculties. American schools pay so much more, they say, that they just can't keep the best people.

Historian Michael Bliss recently compared Canada to a good minor-league baseball team. We do what we do well, he wrote, but the real show, the majors, are more exciting, lucrative and, well, Big League.

Bemoan the brain drain all we want, it has been a fact of life for this country since long before it became a country. It's always been hard to compete with the United States for the best in brains and talent.

Size breeds opportunities. The U.S. always seems to have had more of everything useful than Canada. The American midwest had more farmland. California had more gold. So Canadians went there. Many Canadians also went to the U.S. in answer to the call of America's wars, especially the Civil War, when an estimated 50,000 Canadians fought in the Union armies.

The U.S. reaped much, and Canada lost much, from the brain drain. Walt Disney was Canadian. So was Alexander Graham Bell. So was the man who invented basketball, J.H. Naismith. Canadians have always gone to the U.S., or to other countries, to seek their fortunes and they go today, as anyone's list of the who's

who of contemporary entertainers proves.

This brain drain isn't a good thing, it just is. And some of it is simply a natural result of people whose skills are marketable elsewhere — and for much more money — who would rather make it in Hollywood than in Toronto, or on Wall Street rather than Bay Street. It's a free country, after all.

Why blame the federal government?

There certainly are institutional factors that contribute to the brain drain, policies — and tax rates — that add to the historical pull of the U.S. to make that country even more attractive to movable people than might otherwise be the case. But the federal government is certainly not the only culprit.

Canadians have always gone to the United States or to other countries.

Take the university brain drain that the business school deans are complaining about. They are correct, of course, to point out university teachers are paid far less in Canada than they are in the United States. But the reason does not lie in the disparity between federal income tax rates in Canada versus the U.S. The reason is that U.S. states value their universities far more than Canadian provinces do, and put far more money into them. That is the real reason why hotshot business, engineering, medicine or even poetry professors get paid more in U.S. universities. The provinces, not Ottawa, wholly control education spending in Canada.

In an ad running on U.S. television, the governor of Pennsyl-

vania boasts about the number of universities, professional schools, graduate schools and university grads at both the undergraduate and graduate level in his state to sell his state as a good place for investors. No Canadian premier could do likewise today with a straight face.

Business deans have every right to complain about losing talent to big U.S. business schools, but private sector donations aren't the answer. Even if Canadian universities could manage to raise the incredible sum of a billion dollars a year in fund-raising campaigns, an endowed dollar earns only a nickel at the end of the day. The billion would produce \$50 million to be divided by about 50 universities. Big deal.

Massive fund-raising campaigns will not solve the university brain drain problem except, perhaps, to endow a small number of chairs for top-ranked scholars. There is no private-sector solution to this problem.

This argument really isn't about a brain drain. It's about politics and who can be blamed for what. Business deans think (and they are right) that corporations will care if Canada loses a few star business professors to the U.S. But business schools don't exist alone in the universe: they are part of a larger university system. So the real question is not whether Canada is losing irreplaceable talent to the U.S. The real question is whether anyone cares if a new generation of Canadian historians, political scientists, philosophers or poets — and not just business pros — comes along as we old geezers die off. ■

David Bercuson is a history professor at the University of Calgary, where Barry Cooper is a professor of political science.

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Ownership Rights — The Sale of Online Course Content

By TOM BOOTH & JAMES L. TURK

WHO owns Economics 101? The university owns the course title, but the title, "Economics 101," is only a name on an empty shell. It is the content that transforms the title into a course — into something meaningful.

That content — the course outlines, lecture notes, overheads, assignments and the like — is the creation of the faculty member who teaches the course. Most collective agreements and university handbooks protect the creators of the course content by giving them ownership over their creations.

This right of ownership of course content is one of the cornerstones of academic freedom and quality in post-secondary education. In contrast to most other employees, whether in a factory or an office, academic staff control the substance of their work by owning the course material they create. This assures that students' learning is guided by faculty and not by administrators, government officials or other functionaries.

The Internet Challenge

Today, faculty control of course material is increasingly under threat from those who see Internet-based learning as an opportunity to make profits and impose extraordinary labour market flexibility on academic staff.

In the classroom environment, course content consists of an amorphous collection of notes, ideas and one-time performances of lectures — a difficult thing to commodify. In contrast, the content of an online course is software code on a hard drive or compact disk. It can literally be placed in a box.

The inherent nature of an online course therefore allows its development and delivery to be compartmentalized and contracted out to a range of temporary employees. An employer can hire one person to produce an online course, another to supervise its delivery to students and still another to revise and update the course as needed.

Alternatively, an employer can purchase online course content from existing full- or part-time academic staff. Once the staff have signed away their rights over the material, the course becomes the property of the employer who can hire temporary staff to deliver and revise it, without the involvement of the person who created it. Then administrators control the course, not the creator.

This bureaucratic control over course content threatens the integrity and quality of education. It also allows administrators to undermine the jobs of faculty and their role as the intellectual leaders of the university. Internet technology creates the potential to separate the creator of course content from the deliverer, to take apart (in administrative language "unbundle") the faculty member's job and assign different parts to separate members of a casualized academic labour force.

We are already seeing online education that divides the faculty member's job into the separate pieces of course creator, deliverer, tutor, and grader. The compartmentalization and casualization of university teaching undermine quality and renders obsolete the existence of a secure, professional faculty, with its accompanying guarantees of academic freedom and intellectual integrity.

University administrators, private sector entrepreneurs and government officials are quite open in saying that "online" education must be exploited for its alleged economic potential. At a number of universities, administrators are making enquiries about academic staff ownership rights in online courses and proposing new "intellectual property policy" proposals that claim a share of control in such courses.

Perhaps most worrisome is the accepted practice at some institutions of academic

staff members voluntarily signing away their ownership rights over online course content.

Responding to the Threat

Academic staff must act quickly to preserve ownership rights of course content. Failure to do so will lead to further casualization of university teaching. What can be done?

Strengthen Collective Agreement Language

To preserve a healthy teaching and learning environment, academic staff must maintain ownership of online course material. Delivery of on-line courses must be tightly regulated by provisions bargained collectively and set down in collective agreements or faculty handbooks.

Most collective agreements or handbooks acknowledge in general terms that academic staff own the copyright to the works they create. While this language implicitly includes ownership of course material, the prudent action is to introduce contract terms that more explicitly spell out the rights of academic staff.

The agreement at St. Mary's, for example, provides member ownership of "correspondence course packages, interactive textbooks, course work delivered on the Internet, multimedia instructional packages, syllabi, tests and work papers, lectures..." The Manitoba agreement includes the proviso that "Members teaching courses dependent on information technologies which involve the broadcast, transmission, retransmission, publication, recording or storage of the content of the course shall exercise copyright and intellectual property rights regardless of the medium to broadcast, transmit, retransmit, publish, record or store the course..."

On the broader issue of online course delivery, academic staff must also be vigilant. As universities scramble to set up Internet-based distance education programs, the contractual arrangements con-

cerning the presentation of online courses have often been left to ad hoc agreements between university administrations and individual staff members. This practice must be stopped.

cerning the presentation of online courses have often been left to ad hoc agreements between university administrations and individual staff members. This practice must be stopped.

For academic staff to maintain and exercise their existing teaching rights in the Internet environment, the collective agreement or handbook must determine all aspects of online course ownership and delivery. In practice this means negotiating language that, at a minimum, mandates creation and delivery of online courses by bargaining unit members and establishes tight limitations on the employer's use of online course material. Such language must also set fixed workload formulas and appropriate rates of remuneration for online teaching.

Understand the Employers' Arguments

Despite language in most university collective agreements and handbooks indicating that the academic staff own their cre-

ative works, some university administrations are arguing that they are entitled to a share of control over the content of Internet-based courses.

What are the components of such claims?

The first is a set of "soft" arguments that suggest because faculty and administrators share the responsibility to develop, update and deliver online courses as a public good the administration should be entitled to an ownership share. The second is a "harder" position that asserts the mixing of staff-owned course content with administration-owned software dilutes any exclusive ownership claim by staff in online course material.

From a legal perspective these arguments are insufficient to justify any claim by an employer for a share of ownership in course material. In most instances, staff already have a complete ownership claim to course material through their collective agreement or faculty handbooks. The method by which course content is presented to students does not alter this fact. Any discussion of course material ownership should be approached from this position of strength.

Understand the Employers' Interests

Cost savings and the desire for control are two obvious reasons for employers' interests in course content. The seizure of faculty copyright of online courses makes it much easier for university administrators to contract out the delivery of online education to temporary employees. This allows tremendous savings in labour costs and facilitates centralized control over distance education programs. Such direct attacks on academic staff and academic freedom must be confronted and opposed.

However, not all employer efforts to control online course material are as malevolent. Some employers are concerned about those academic staff who offer their online courses through other institutions. Administrators view such staff as competing

against their own university. To the extent that such conduct represents a genuine problem, it should be addressed through the collective bargaining process, in particular in the "outside employment" or "conflict of interest" provisions of the collective agreement or faculty handbook. This phenomenon must not be used as an excuse to strip academic staff of their ownership rights of course material.

Do Not Sell Your Course Material

The academic staff member who develops online course material must also be the person who owns and teaches it. The alternative is the casualization of university teaching wherein courses are owned by the employer and course development and delivery is performed by a pool of contract employees with little or no job security.

There are at least three means by which academic staff can be separated from their online course material. The first is the outright seizure of course content by univer-

sity administrations. Strong collective agreement or faculty handbook language on academic staff copyright protects against such seizure.

A second threat is the demand by employers for the right to offer a web-based course after its creator has left the university. With such initiatives, it is important to remember that with a traditional lecture or seminar-based course there is no expectation that departing academic staff members will leave behind their course material for other staff to present. Similarly, faculty are under no obligation to sign over online course material so that it can be offered after their departure from the institution.

The offering of course material "online" must remain contingent on the availability and desire of the faculty member who developed and owns it to teach it. If the university administration wants to continue offering the same course title after a faculty member leaves, it should have another faculty member develop and teach the course — the same practice as is followed in traditional campus-based courses.

The third and perhaps most dangerous means by which university administrations are securing ownership of online course material is by simply buying it from willing academic staff. One of the ironies of individual ownership of course material is that it provides academic staff with extraordinary control over the teaching process and, simultaneously, the ability to sign away the future of their profession.

Is There an Answer to this Conundrum?

One solution is an appeal to the individual consciences of academic staff members. The hope is that, by underlining the danger the sale of online course material represents, staff members will choose not to do so. However, as much as we would like to believe the "better angels" of our character guide us, we recognize the promised income from selling course material is a powerful attraction.

The alternative solution is to place in collective agreements or handbooks tight control on the use and sale of online course content. For example, provisions could stipulate online course offerings must be developed by the university's faculty and that only the faculty member who developed the course content could use it.

Some may object to this as limiting the "right" of faculty to sell their courses as they see fit. But faculty associations routinely negotiate terms and conditions of employment that, while they ensure the greater benefit of the group, do so at the expense of self-interest.

Salary scales are an example. There are graduates willing to accept a faculty position at a fraction of the pay set out in the collective agreement or handbook. What prevents this from happening is the fact that academic staff have bargained collectively to set certain standards of university employment. While this does limit someone's freedom to take your job by agreeing to work for a fraction of everyone else's salary, it is a limitation that is reasonable.

In the same manner, some measure of collective restraint on the use and sale of online course material is necessary to preserve the teaching profession and the quality of post-secondary education. This is a trade-off that must be made. The alternative is bleak. ■

Tom Booth is president of CAUT and James L. Turk is the executive director.

Commentary is a regular feature of the CAUT Bulletin. Readers are invited to submit articles for publication. Articles should deal with academic or educational issues. Contact Liza Duhaime, managing editor for details (duhaime@caut.ca).

CAUT Signs Agreement with U.K. Association



AUT officers David Triesman (left) & Alan Carr (right) with James Turk at signing.

CAUT and the Association of University Teachers (AUT) in Great Britain recently signed a reciprocal membership agreement. The two organizations agreed to provide services for members working temporarily in the others' country.

The joint agreement, called the Transnational Higher Education Individual Associate Member Plan, is available to visiting faculty from both associations for a period of two years. Members of CAUT working temporarily in institutions of higher education in the U.K. where AUT is recognized but where visiting faculty are excluded from full union membership will be eligible for complimentary associate membership in the AUT as "associated members."

According to the agreement, AUT will provide information, advice and informal representation, if required, to determine the terms of the contract of employment of

the associated members and any other employment issues arising from the appointment.

AUT members working in Canada will be entitled to individual associate membership in CAUT.

"The three-year agreement represents a continuing and closer relationship with our sister organization in Great Britain," said CAUT president Tom Booth. "It provides advantages for members on both sides of the Atlantic."

Booth noted that CAUT is in discussion with other national associations to work out similar joint agreements.

"CAUT members who are planning to work temporarily at universities in Britain should notify us ahead of time so we can advise AUT," Booth said. ■

CAUT's contact for this program is international affairs officer Robert Léger (leger@caut.ca).

'Cheerleading Squad' Appointed to Federal Online Learning Panel

In July, the federal government and the Council of Ministers of Education announced the formation of the Advisory Committee for Online Learning to recommend how governments, universities and colleges can "reap the benefits" of online post-secondary education.

"We're very disturbed by this development, particularly given the composition of the committee," said CAUT president Tom Booth. The committee is made up entirely of administrators and corporate representatives who Booth says "clearly have a vested interest in promoting online learning."

The committee will be chaired by David Johnston, president of the University of Waterloo, and will include senior representatives from AT&T, IBM, Bank of Montreal, Lucent Technologies, and Bell Canada Enterprises.

"These corporations have a direct bottom-line stake in seeing post-secondary education delivered online and for profit," Booth added. "This is not an arm's length committee. It's a cheerleading squad."

The committee's work is intended to determine what impediments and incentives exist in Canada to online learning and to recommend how universities and colleges can develop a coordinated approach to promote and expand virtual education.

In a news statement released in Ottawa, Industry Minister John Manley said his government has established the advisory committee because "online learning holds

Committee Members

David Barnard
President, University of Regina
Gisèle Chréten
President, Collège Boréal
David Johnston
President, University of Waterloo
Veronica Lacey
President & CEO
The Learning Partnership
Bernard Lachance
President, Collège de Lévis
Sheldon Levy
President, Sheridan College
Irene Lewis
President & CEO, Southern Alberta Institute of Technology
Noreen Lobban
Principal, New Brunswick Community College, Miramichi
John McLellan
CEO, AT&T Canada
Peter Nicholson
Chief Strategy Officer, BCE Inc.
Kevin Ogilvie
President, Acadia University
Elizabeth Parr-Johnston
President, UNB
Bernie Sheehan
President
Technical University of BC
Harriet Stairs
VP Human Resources,
Bank of Montreal
Carol Stephenson
President & CEO
Lucent Technologies Canada
François Tavenas
Rector, Université Laval
Richard Van Loon
President, Carleton University
John Wetmore
President & CEO, IBM Canada
Thomas Wood
President, Mount Royal College

enormous potential for individuals and communities to flourish in the globalized learning society of the new millennium."

But Booth says there is surprisingly little research evidence to justify such grand claims.

"Proponents of online learning say a major benefit is that it increases access to education, but the notion of access is meaningless if, as is more often the case, a substantial number of students fail to complete their online courses," he said.

He also points to research showing that low income groups, minorities, and people with less education to begin with are less likely to have access to computers or the network services needed to study online. "If education to date has been the great equalizer, technology-based education is shaping up to be an engine of inequality," he said.

"The costs of online education are high but the educational experience for students is cheapened as they are denied the richer experiences of campus-based programs. Governments, universities, and colleges are already in danger of going overboard with technology. We don't need more cheerleading, which is what we'll get from this committee."

Booth says what's really required is "a careful, balanced, and broad-based consideration of the complex issues involved with online learning. And this must include representation from university and college teachers' organizations." ■

L'Université Trent devant la justice

Ⓜ Suite de la PAGE 1

la demande d'examen judiciaire déposée au début de l'année.

Le projet Patterson rallie de nombreux segments du corps professoral mais il récolte une opposition tout aussi forte. Certains sont soucieux de préserver le rôle pédagogique des collèges, d'autres s'inquiètent des répercussions éducationnelles sur l'avenir des sciences humaines et des arts d'interprétation. D'aucuns estiment que le projet a été conçu dans la hâte et que l'on n'a pas assez réfléchi aux conséquences financières. D'autres sont outrés que la rectrice ait choisi de ne pas tenir compte de la volonté de l'assemblée universitaire sur une question aussi importante pour l'avenir de l'université.

« On n'a pas suffisamment discuté des enjeux et on n'a pas examiné convenablement les solutions de rechange », a ajouté M. Cogley. « La manière d'agir de la rectrice et du conseil d'administration est très préoccupante. »

De nombreuses réunions publiques et des manifestations d'étudiants ont eu lieu. En janvier, une coalition de citoyens et d'étudiants, réunissant notamment des anciens diplômés et des commerçants du centre-ville, a soumis le problème

au conseil de ville. Les anciens diplômés sont nombreux à ressentir de l'amertume pour le peu de cas que l'on fait de leurs intérêts. Ils ont cessé de verser des dons à la présente campagne de souscription.

Selon Andrew Wernick, l'un des professeurs qui a fait la demande d'examen judiciaire, on a fait plusieurs tentatives pour trouver un compromis ou une meilleure façon de procéder, tant avant qu'après la réunion de novembre du conseil d'administration, mais elles ont été repoussées.

On a envoyé une lettre au gouvernement de l'Ontario dans laquelle on demandait que l'aspect consolidation soit séparé de la demande de subventions du Superfonds de croissance en attendant que la question soit examinée davantage. « Nous venons seulement d'entamer les démarches judiciaires lorsqu'il est devenu évident qu'il était inutile d'espérer un dialogue significatif », a déclaré M. Wernick. « Nous avons toujours espéré que la rectrice changerait d'idée et choisirait un processus de planification ouvert auquel participerait véritablement l'assemblée universitaire. Nous espérons toujours. »

À sa réunion de juin 2000, le Comité de direction de l'ACPPU a voté en faveur d'une aide juridi-

que pour la demande d'examen judiciaire. « La décision du conseil d'administration de ne pas tenir compte de l'assemblée universitaire pour une affaire aussi importante constitue un bien mauvais précédent pour toutes les universités canadiennes », a déclaré Tom Booth, le président de l'ACPPU.

« L'Université Trent devra régler les problèmes internes d'orientation universitaire et de philosophie pédagogique. Cependant, les universités ne sont pas des entreprises ni des dictatures et elles doivent respecter les normes et les procédures de la direction universitaire », a-t-il poursuivi. « Plusieurs universités font face à la même situation, soit celle où un recteur tente de se servir du pouvoir du conseil d'administration pour faire accepter un projet dont les conséquences sont réelles pour l'orientation universitaire. Cette tendance est désastreuse et doit être freinée. »

La rectrice Patterson, spécialisée en études des entreprises et en gestion du changement, a déjà dirigé le Conseil des universités de l'Ontario. Elle a commencé son mandat à l'Université Trent il y a deux ans. ■

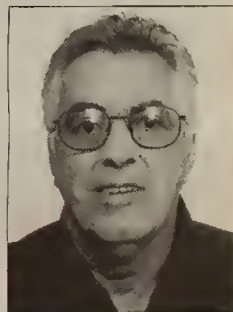
Traduit de l'article « Trent Case Goes to Court ».

John Harp to Study Commercialization

JOHN Harp, professor of sociology and anthropology at Carleton University, is joining CAUT as a visiting scholar for the next year to study the impact of the commercialization of university research and the restructuring of post-secondary education in the wake of government cuts.

Professor Harp received his PhD in Sociology and Economics from Iowa State University where he taught for two years before taking up positions at Cornell University, the University of Michigan and Carleton University. Over the course of his career, he has been a visiting professor with the London School of Economics, the Ontario Institute for Studies in Education, the University of California at Santa Barbara, and the Institute of Education at the University of London. Harp is the former director of the Muni Frumhartz Centre for Research in Education.

He has written extensively on the development and impact of private-sector partnerships between education institutions and industry, and has recently returned from Australia where he studied



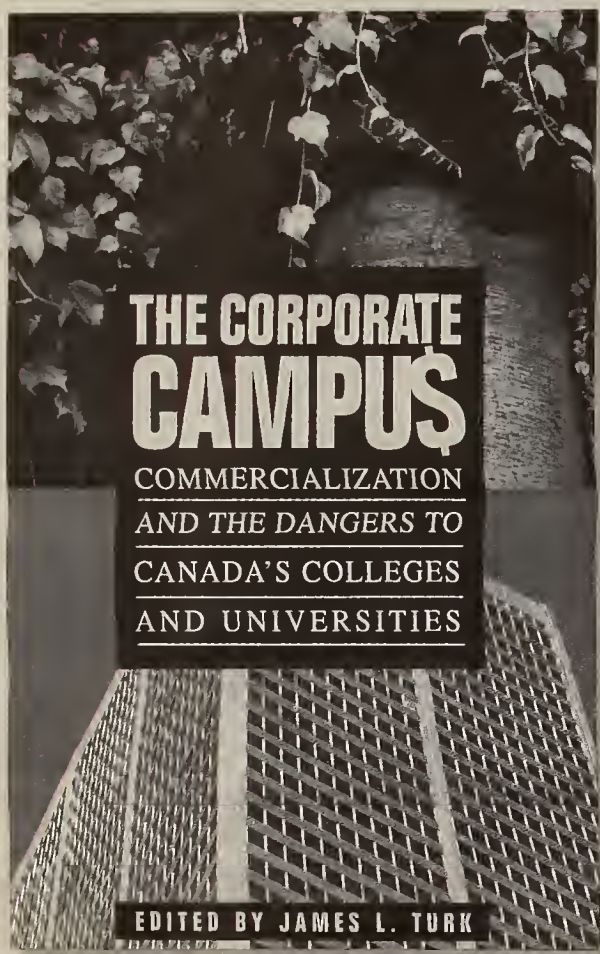
recent changes in post-secondary education policy.

"In both Canada and Australia there is a real and deliberate shift in policy toward promoting greater private sector involvement in post-secondary education," Harp said. "This clearly threatens the traditional public nature of universities and colleges and undermines academic freedom. I hope my work here can help CAUT challenge these developments and offer some sensible policy alternatives." ■

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Le mot du président La liberté universitaire : un produit de base

À L'AUBE de notre cinquantième anniversaire d'existence, nous devons lutter autant maintenant pour préserver la liberté universitaire qu'aux premiers jours. Certains estiment que la liberté universitaire est un produit de base, comme si elle faisait partie intégrante de notre rémunération en tant que groupe d'employés (voir la récente décision arbitrale relative à l'Université Queen's). Le plus grand danger se situe peut-être du côté de l'enseignement virtuel, de la réification, de l'internationalisation et des objectifs des négociateurs commerciaux qui, à Genève et à huis clos, sont en train de renégocier l'Accord général sur le commerce des services (GATS).

Sans opposition, les résultats des discussions du GATS seront mis en valeur et l'influence des intérêts commerciaux dans nos universités continuera de s'étendre et de s'intensifier. Notre enseignement et nos efforts de recherche seront classés parmi les services commerciaux. L'inclusion des services d'éducation touchera nombre de nos activités qui seront traitées comme des produits de base. Le contrôle et l'influence d'éléments étrangers ne feront qu'augmenter. Un processus de classement et de reclassement accordera un caractère spécifique aux services d'éducation, ce qui accentuera l'ingérence extérieure dans les programmes et les cours. Selon la définition actuelle des subventions, nombre de nos pratiques, notamment l'aide financière publique à nos étudiants et à leurs recherches peuvent être perçues comme des obstacles à la libre-échange et être soumises à un mécanisme de règlement des différends, ce qui créerait du coup un climat de conflit.

En bout de ligne, un monde idéal d'uniformité et d'homogénéisation prévaudra, au nom de la valorisation du commerce. Les diverses façons d'aborder et de livrer le contenu d'un programme, comme cela se fait actuellement dans nos universités, ne seront plus que chose du passé. La diffusion virtuelle de l'information aux étudiants permettra de transformer l'enseignement universitaire en un produit de base commercialisable. La quête de la connaissance s'effectuera séparément de l'enseignement. Les conseils d'université, les conventions collectives et la liberté universitaire tomberont, victimes de la tendance à vendre les services d'éducation. Le commerce sans contraintes n'aura que faire de ces obstacles sur son chemin. Enfin, l'autonomie des universités souffrira de cette situation, si elle n'est d'ailleurs pas complètement en péril. Notre profession deviendra précaire. Les mots et les idéaux tels l'engagement à long terme, la responsabilité sociale et la connaissance pour l'intérêt commun seront, au mieux, finement compromis ou, au pire, anéantis.

Voilà, sans l'ombre d'un doute, un sombre tableau. Chose certaine, il a été voulu ainsi pour attirer l'attention. C'est une situation

qu'aucun d'entre nous n'est prêt à accepter.

Avant toute chose, nous pouvons comprendre à fond les conséquences possibles du GATS sur nos établissements d'enseignement et sur l'éventail des outils que nous utilisons dans notre enseignement et nos recherches. La quête de la connaissance et l'enseignement de ces connaissances ne doivent pas être séparés. Il faut prendre les mesures nécessaires pour les promouvoir à l'intention de l'ensemble du corps professoral.

Nous devons nous rendre compte des effets à long terme de l'accord sur nos fonctions professionnelles et tenter de découvrir ce qui se passe à la table de négociation du GATS. L'analyse des effets possibles sur l'enseignement postsecondaire nous permettra d'élaborer des positions et des arguments en vue de contester le fonds et le processus de cet accord.

À une autre échelle, nous pouvons chercher des alliés résolus à conserver la liberté universitaire, la diversité des programmes et des méthodes, les organes décisionnels collectifs, entre autres les conseils d'université, et l'autonomie des universités. On trouvera certains de nos plus solides alliés en Amérique. Le Red-SEPA (le Civil Society Network for Public Education in the Americas) par exemple, ex-croissance de l'IDEA (Initiative for Development of Education in the Americas), énonce des objectifs et des programmes qui abordent des préoccupations au sujet de la mondialisation, de la réification, de l'internationalisation et de l'enseignement. Les membres du SEPA et de l'IDEA se réuniront à la cinquième conférence tripartite pour la défense de l'enseignement public devant avoir lieu à Zacatecas, au Mexique, du 3 au 5 novembre 2000. Les thèmes de cette rencontre porteront sur le financement de l'éducation, la réification et l'internationalisation. Les organisateurs de la conférence ont invité l'ACPPU à y participer. En outre, ils invitent en particulier la participation de nos associations locales.

Divers stratèges commerciaux préconisent une recherche concertée pour analyser l'incidence du GATS et de l'ALENA sur l'enseignement postsecondaire. Ils proposent également des recherches sur les priorités éducationnelles dans les régions en développement de l'hémisphère. Le programme de recherche du SEPA sur des questions éducationnelles de l'hémisphère est un élément digne d'intérêt. Je considère ces recherches comme d'importantes possibilités pour nous tous.

Le SEPA et l'IDEA nous offrent sans aucun doute une occasion d'échanger avec des alliés des idées et des méthodes au niveau inférieur sur des points d'intérêt commun. J'espère que vous serez avec nous lors de la cinquième conférence tripartite pour la défense de l'enseignement public. ■

Traduit de l'article « Academic Freedom as Just Another Commodity ».

Montreal Student Wins J.H. Stewart Reid Fellowship

THE J.H. Stewart Reid Memorial Fellowship selection committee has awarded Isabelle Villemure, a PhD student in Quebec, with the Fellowship for 2000-2001.

Ms. Villemure obtained her Master of Applied Science in Civil Engineering at the University of British Columbia and is currently enrolled in the PhD program at the University of Montreal. Her area of study is biomedical engineering.

Ms. Villemure hopes to pursue her interest in biomechanics as a university teacher and researcher. She has published numerous articles and conference papers. Ms. Villemure has also been distin-



Isabelle Villemure

guished by a number of scholarly awards and received the outstanding NSERC-1967 award to initiate her doctoral studies.

The J.H. Stewart Reid Memorial fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association.

The \$5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university. ■

Trent Case Goes to Court

CS From PAGE 1

Others are outraged the president would choose to disregard the will of the senate on a matter of such importance to the future of the university.

"The issues have not been properly debated and alternatives have not been properly examined," Cogley said. "There is a lot of concern about the way the president and board have proceeded."

There have been several public meetings and student protests. In January, a town-gown coalition including alumni and downtown merchants brought the issue to City Hall. Many alumni are particularly bitter about the way their interests have been disregarded and have stopped contributing to the current fund-raising campaign.

According to Andrew Wernick,

one of the faculty applicants in the case, there were several efforts to find a compromise, or a better way of proceeding, both before and after the November board meeting, but these were turned down.

A letter was sent to the Ontario government asking that the consolidation aspect of the Superbuild application be separated off, pending further consideration.

"We only started the legal action when it became clear that there was no hope of meaningful dialogue," Wernick said. "We always hoped the president would change course and opt for an open planning process with proper senate involvement. We still do."

At its June 2000 executive meeting, CAUT voted to provide legal assistance for the application for judicial review. "The Trent board's action in disregarding sen-

ate on such an important matter sets a bad precedent for all Canadian universities," said CAUT president Tom Booth.

"Internal issues of academic direction and educational philosophy are for Trent to work out. But universities are not business corporations or dictatorships and the norms and procedures of academic governance must be followed," he said. "Several universities face a similar situation, where a president tries to use executive or board authority to push through a planning scheme with real implications for academic direction. It's a disastrous trend and needs to be stopped."

President Patterson, whose background is in business studies and "change management" and who is a former head of Council of Ontario Universities, began her term at Trent two years ago. ■

Remise de la bourse Stewart Reid

L'ACPPU est heureuse d'annoncer que Mme Isabelle Villemure est la lauréate de la bourse commémorative J.H. Stewart Reid en 2000-01.

Mme Villemure a obtenu une maîtrise en sciences appliquées en génie civil de l'Université de Colombie-Britannique et est inscrite au programme de doctorat en génie biomédical à l'Université de Montréal. Elle souhaite poursuivre une carrière universitaire comme chercheuse dans le domaine de la biomécanique.

Mme Villemure a publié de nombreux articles et communications. Elle s'est également méritée un certain nombre de prix et bourses scientifiques et a reçu l'éminente bourse CRSNG-1967 pour commencer ses études doctorales.

La bourse commémorative J. H. Stewart Reid de 5 000 \$ est offerte aux citoyens canadiens ou résidents permanents du Canada inscrits à un doctorat dans une université canadienne. ■

Traduit de l'article « Montreal Student Wins J.H. Stewart Reid Fellowship ».

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WORLD
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JOURNÉE MONDIALE
DES ENSEIGNANTS

DÍA MUNDIAL
DE LOS DOCENTES

WELTLEHRERTAG

Teachers Expanding Horizons
Les enseignants ouvrent les horizons
Los docentes abren horizontes
Lehrer erweitern Horizonte

L'apprentissage en ligne servira quels intérêts?

EN juillet, le gouvernement fédéral et le Conseil des ministres de l'Éducation ont annoncé la création du Comité consultatif pour l'apprentissage en ligne qui conseillera les gouvernements, les universités et les collèges sur la manière de « faire fructifier » l'apprentissage en ligne au niveau postsecondaire.

« Cette annonce nous inquiète beaucoup, surtout en raison de la composition du comité », déclare le président de l'ACPPU, Tom Booth. « Le comité se compose entièrement d'administrateurs et de représentants de sociétés qui ont un intérêt direct dans la promotion de l'apprentissage en ligne. »

Le comité sera présidé par David Johnston, recteur de l'Université de Waterloo, et aura no-

tamment comme membres des cadres supérieurs de AT&T Canada, de IBM, de la Banque de Montréal, de Lucent Technologies et de Bell Canada Entreprises.

« Ces sociétés sont directement intéressées à ce que l'enseignement postsecondaire offre une formation en ligne dans un but lucratif », ajoute M. Booth. « Ce comité n'est pas sans lien de dépendance. C'est une équipe de partisans. »

Dans un communiqué diffusé à Ottawa, le ministre de l'Industrie, John Manley, a déclaré que son gouvernement avait mis sur pied le comité parce que « l'apprentissage en ligne promet d'aider énormément les personnes et les collectivités à s'épanouir dans la société mondialisée du savoir, dans le millénaire qui commence ».

Selon M. Booth toutefois, peu de recherches viennent étayer cette grande affirmation.

« Les tenants de l'apprentissage en ligne prétendent que son principal avantage est d'accroître l'accès aux études », explique M. Booth. Il estime cependant que cette notion ne signifie rien si, ce qui est plus souvent le cas, un grand nombre d'étudiants ne terminent pas les cours en ligne.

M. Booth souligne en outre des recherches révélant que les groupes à faible revenu, les minorités et les gens moins instruits sont susceptibles d'avoir moins accès à des ordinateurs ou à des services du réseau nécessaires à l'apprentissage en ligne.

« Si l'éducation, à ce jour, a contribué à égaliser les chances, l'enseignement technicisé est en train de devenir le moteur de l'inégalité », soutient M. Booth. « L'enseignement en ligne coûte cher et il diminue l'expérience des étudiants car ils sont privés de celle plus riche que procurent les programmes donnés sur les campus. »

« De toute évidence, les gouvernements, les universités et les collèges s'emballent déjà trop pour la technologie », poursuit M. Booth. « Nous n'avons pas besoin de plus d'enthousiasme, ce dont ce comité ne manquera pas. » ■

Traduit de l'article « Cheerleading Squad Appointed to Federal Online Learning Panel ».

University Tuition Fees Increase Again

New numbers published by Statistics Canada reveal university tuition doubled in a decade.

UNDERGRADUATE arts students will pay an average of 3 per cent more in university fees for the 2000/01 academic year to an average of \$3,378, according to a recent report by Statistics Canada. The 2000/01 level is more than double the average tuition of about \$1,500 at the beginning of the 1990s.

For the fourth consecutive year, graduate students will face higher average fee increases than their undergraduate counterparts. In 2000/01, they will pay \$4,020 in tuition, up 14.1 per cent from the previous year. Since 1996/97, graduate students have seen tuition fees rise about 13 per cent per year, compared with 8 per cent a year for undergraduates. Graduates' fee increases are largest in Nova Scotia, Ontario and Alberta.

Tuition fees for professional faculties have continued their substantial rise as well. The two faculties with the largest fee increases for 2000/01 are law, (+18.2 per cent), and music (+11.3 per cent).

None of the tuition figures include ancillary fees which vary from a few hundred dollars to more than \$1,300. Increases vary from institution to institution, with the largest increase at Ryerson where ancillary fees more than doubled to an average of \$536.

Undergraduate tuition fees will be frozen this fall at universities in several provinces, including Newfoundland, Prince Edward Island, Quebec (for residents only), Saskatchewan (at the University of Regina) and in British Columbia (at public institutions only) for the sixth consecutive year. Manitoba students are receiving a 10 per cent rebate from the provincial government for 2000/01.

Tuition fees will increase at universities in four provinces: Nova Scotia, Ontario, Alberta and New Brunswick. The highest average increase, 7.5 per cent, will be in Nova Scotia, where average undergraduate arts fees, at \$4,408, will be the highest in Canada. The average undergraduate arts tuition at Ontario universities, \$3,971, remains the nation's second highest.

Tuition fees increased during the 1990s as universities attempted to make up for reductions in government funding. Undergraduate arts fees since 1990/91 have more than doubled in all provinces except Prince Edward Island, New Brunswick and British Columbia. The largest increase occurred in Alberta, where average tuition fees for undergraduate arts students have more than tripled from \$1,244 to \$3,841.

The lowest undergraduate fees in Canada will be for university students who are residents of Quebec where tuition has been frozen for the fourth year at \$1,668. Quebec resident students will continue to pay less than half the tuition fees of those in other provinces in virtually all fields of study. British Columbia had the lowest overall arts tuition fee increases during the previous decade — less than 50 per cent from \$1,727 to \$2,520. British Columbia now has the second-lowest average arts fees, after Quebec.

According to the most recent data on university finances, released by Statistics Canada in *The Daily* on July 25, government funding to universities increased in 1998/99 for the first time since 1992/93. As a result, government grants and contracts accounted for 55 per cent of total university revenue in 1998/99, unchanged from the previous year, following nearly two decades of steady decline. In 1981/82, government contributions made up 74 per cent of university revenues.

In 1998/99, tuition fees for credit courses made up 17 per cent of university revenue, more than double the proportion of 8.3 per cent in 1981/82. ■

University tuition fees from Statistics Canada, *The Daily*, Aug. 28, 2000 (www.statcan.ca).

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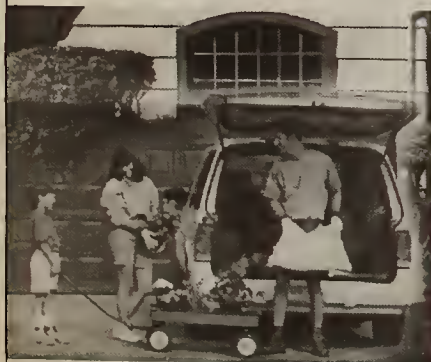
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En bref

Lancement d'une nouvelle publication juridique de l'ACPPU

En avril, l'ACPPU a lancé la *Revue de droit*, une nouvelle publication qui traite de plusieurs aspects juridiques d'activités syndicales, de relations de travail, de questions sur les droits de la personne et d'autres sujets pertinents. La *Revue de droit* est disponible au site Web de l'ACPPU www.caut.ca/publications ou chez votre association de professeurs. Elle est également disponible auprès de Mme Johanne Smith (smith@caut.ca), à l'ACPPU.

Les TCA versent un million de dollars à Ryerson

Les Travailleurs canadiens de l'automobile versent un million de dollars à l'Université Ryerson pour l'aider à créer la chaire CAW-Sam Gindin sur la justice sociale et la démocratie. Pour la première fois, un syndicat canadien fait un don de cette ampleur à un établissement d'enseignement postsecondaire. Un comité formé de Bob White, président du Congrès du travail du Canada, de Rosemary Brown, ex-présidente de la Commission ontarienne des droits de la personne, et de Carol Phillips, directrice de la section internationale des TCA, a consacré plusieurs mois à examiner les demandes de plusieurs universités du pays avant d'arrêter son choix sur l'Université Ryerson. « Ryerson se situe au cœur du nouveau Canada, dans la ville la plus diversifiée de notre pays », a déclaré le président des TCA, Buzz Hargrove. « Cette université représente fièrement la classe ouvrière et elle est celle qui s'insère le mieux dans nos traditions syndicales. Elle est très proche de l'âme des TCA. »

Un prof. étudie la commercialisation

John Harp, professeur de sociologie et d'anthropologie à l'Université Carleton, se joint à l'ACPPU en tant que professeur invité. Au cours de la prochaine année, il se penchera sur les effets de la commercialisation des résultats de la recherche universitaire et la restructuration de l'enseignement postsecondaire dans la foulée des compressions budgétaires. Il a abondamment écrit sur l'augmentation des liens entre le secteur privé, les établissements d'enseignement et l'industrie et sur l'incidence de ce phénomène. Il est de retour d'un séjour en Australie où il a étudié la récente réorientation de l'enseignement postsecondaire. « Tant au Canada qu'en Australie, il existe une tendance réelle et délibérée à favoriser une plus grande intervention du secteur privé dans l'enseignement postsecondaire », a fait remarquer M. Harp. « La nature traditionnellement publique des universités et des collèges s'en trouve nettement menacée et la liberté universitaire est affaiblie. J'espère que mes travaux ici pourront aider l'ACPPU à faire obstacle à cette nouvelle réalité et à offrir des solutions de rechange sensées. »



Study Finds Job Satisfaction Dropping for Australian Faculty

A REPORT commissioned by the Australian Department of Education to identify trends in the work roles and outlooks of academics in Australian universities over the last five years has found that the level of job satisfaction has dropped noticeably since the 1993 national survey. Key attributes are salary and working conditions.

The report is based on the responses of 2,609 academics from 15 Australian universities across five states to a survey conducted in the first quarter of 1999. According to the document, the unusually high response rate of 58.4 per cent is an indicator of the importance attached to the issues of work roles and workloads by academics at the present time.

The level of commitment remains high in the profession with 75 per cent saying they are more motivated by intrinsic interests in their work than by material rewards, and 51 per cent agreeing that they subordinate most aspects of their lives for their work. However, since 1993 a number of aspects of academic roles, outlooks and sources of satisfaction have changed:

- While most academics (73 per cent) have an interest in both teaching and research, the proportion who say they have a much stronger interest in research than in teaching has increased from 35 per cent to 41 per cent;

- The level of general job satisfaction has dropped from 67 per cent to 51 per cent, and there has been significant increase in the proportion who say their job is a source of considerable stress (from 52 per cent to 56 per cent);

- The low overall level of job satisfaction is reflected in the low levels of satisfaction with salary and key work conditions. Satisfaction with salary has declined from a low base of 37 per cent in 1993 to just 31 per cent in 1999. Likewise, and perhaps more noteworthy, is the significant drop in satisfaction with job security from 52 per cent to 43 per cent; and

- There has been a major de-

cline in a primary source of satisfaction for academics: the opportunity to pursue their own academic interests. This has dropped from 66 per cent in 1993 to 53 per cent in 1999.

Workload

Some major findings concerning workloads were:

- The average working hours have increased since 1993 from 47.7 to 49.2 hours per week, but perhaps more importantly, 55 per cent of the sample believed their hours had substantially increased over the last five years;

- Forty per cent of academics now work more than 50 hours per week; and

- The proportion of time spent on teaching each week has declined slightly over the last five years from an average of 53.0 to 48.7 per cent. The time spent on administration has increased significantly from 6.4 hours per week to 8.4 hours. These activities now comprise 17.1 per cent of the working week and are widely regarded as a serious distraction from the core activities of teaching and research.

The negative experiences and outlooks are not shared evenly across the system. There is some diversity in the responses according to institutional type, field of study, gender, and career stage. For example:

- A notably higher proportion of females are stressed and say they give up more of their lives to their work. Females are, however, more likely to say their job satisfaction has improved over the last five years. On the other hand, females are much less likely than males to be satisfied with the opportunities they have to pursue their own academic interests.

- The contrasts between early, mid and late career academics stand out on a range of dimensions, but especially on job satisfaction and outlooks. While the late career academics are by far the most negative, mid-career academics are distinguished by the fact

that they are far more likely than the other two groups to be stressed and overworked.

Large numbers of academics are in the process of making major changes in their teaching roles:

- Two-thirds report that developing course materials for new technologies has had a major impact on their changing work hours.

- They are typically facing the demands of change in teaching with little or no formal training. Most learn as they go. About one third had some training at the beginning of their careers and only a quarter had engaged in some professional development for teaching in the two years prior to the survey.

- However, the motivation to improve teaching is influenced by the perception of the rewards system. Most academics would prefer to see teaching and research given equal status in promotion criteria. Most (91 per cent) still see research as prevailing in the reward system of their own universities in contrast to teaching (44 per cent).

The government commissioned report says the shifts in work values, roles and outlooks have important implications for national and institutional policy. The report states: "It has been widely held that the workloads of academics have increased along with unacceptably high levels of associated dissatisfaction and stress. It has also been observed that the nature of academic work is changing radically in the face of new demands on the higher education sector. The management of academic work is one of the biggest challenges facing Australian universities. We have reached a point, in common with higher education systems around the world, where a creative reassessment of academic work roles and expectations is needed."

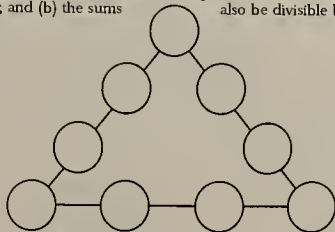
The full report *The Work Roles of Academics in Australian Universities* is available at www.detya.gov.au/highered/eippubs.htm#00_5.

Homework!

This Triangle is Not Square

Each of the numbers 1, 2, 3, 4, 5, 6, 7, 8, 9 is to be written in exactly one of the circles in such a way that (a) the sums of the four numbers on each side of the triangle are equal; and (b) the sums

of the squares of the four numbers on each side of the triangle are equal. Can you achieve this? It may help to know that the sum of the three numbers at the vertices of the triangle must be divisible by 3, and that the sum of the squares of these numbers must also be divisible by 3.



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Homework!, a new feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Professor Barbeau has an admitted interest in mathematics for the public and has administered a problems correspondence course for high school students trying to make it to the Canadian team in the International Mathematical Olympiad. He is chair of the education committee for the Canadian Mathematical Society and has written the book *After Math*, a set of math problems previously published in the University of Toronto Alumni Magazine. Answer on page B1.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AALP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long

as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin of Academic* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-338)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
BLINN COLLEGE TEXAS	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN APOSTOLIC COLLEGE TEXAS	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST		
THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
OCEAN JUNIOR COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
GARLAND COUNTY COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEIN RAO SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WALES UNIVERSITY RHODE ISLAND	May-June 1999(46-50)	1999
MOUNT MARTY COLLEGE SOUTH DAKOTA	May-June 1999(51-59)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	January-February 2000(54-63)	2000
UNIVERSITY OF CENTRAL ARKANSAS	March-April 2000(101-114)	2000

CAW Gives \$1 Million Endowment to Ryerson

THE Canadian Auto Workers is providing a \$1 million endowment to Ryerson University for the CAW-Sam Gindin Chair for Social Justice and Democracy. It is the first time a labour union in Canada has made such a donation to a post-secondary institution.

A committee composed of former Canadian Labour Congress president Bob White, Rosemary Brown, former Chair of the Ontario Human Rights Commission and Carol Phillips, current director of the CAW International Department spent several months reviewing submissions from various universities across Canada before decid-

ing upon Ryerson.

"Ryerson is in the very heart of the 'new Canada,' in the most diverse city in our country," said CAW president Buzz Hargrove. "It's a proudly working class university that fits best with our union's traditions. Ryerson is very close to the soul of the CAW itself."

The chair is named for Sam Gindin, a renowned trade union economist, activist, author and assistant to the first CAW president Bob White and current CAW president Buzz Hargrove. Gindin recently retired after 26 years with the CAW. ■

CAERA News

Alberta Emeriti Host Annual Meeting

ON May 27, 30 members of the Association of Professors Emeriti of the University of Alberta convened under the rubric of The Canadian Association of Emeriti and Retired Academics (CAERA) provided for in the program of the "Learneds" each year since emeri-

ti started talking about such an organization in 1994. In the morning they listened to an account of the commercialization of universities given by Tom Pocklington of the political science department of the University of Alberta. Pocklington's theme was the erosion of academic freedom as widely interpreted — especially by pharmaceutical and technological firms in pursuit of research interests in university departments.

For many of his listeners this immediately raised much broader issues: Who owns the intellectual property produced in the universi-

ty, a publicly supported institution? And, should the university be an "ivory tower" standing well away from those who might for their own purposes seek to subvert or to suppress the propagation of the truth which the university exists to discover?

After lunch in the Emeritus House, R.D. Bramwell of the University of Calgary Emeritus Association was invited to speak about the development and purposes of CAERA.

Bramwell said the Alberta association of emeriti professors was fortunate not only in having an Emeritus House provided by the university at a token rent, but also in having nine hours of secretarial time each week provided by the administration. "It is partly so that association may learn from association that CAERA exists," he said. ■

LAST CHANCE TO REGISTER

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APPLICATION

Requests for applications should be received no later than Oct. 15, 2000. Completed applications must be submitted by December 15, 2000.

CORRESPONDENCE SHOULD BE ADDRESSED TO:

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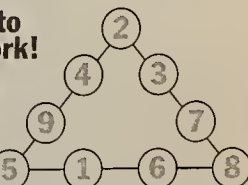
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| DENTISTRY | PHYSICS & COMPUTING |
| DRAMA | B25 PLANT AGRICULTURE |
| EARTH & ATMOSPHERIC SCIENCE | POLITICAL SCIENCE |
| B13 ECOLOGY | PSYCHOLOGY |
| ECONOMICS | B27 RADIOLOGY |
| EDUCATION | RELIGION |
| B14 ENGINEERING | RELIGIOUS STUDIES |
| B16 ENGLISH | RENEWABLE RESOURCES |
| B17 EPIDEMIOLOGY | RURAL ECONOMY & NATIVE STUDIES |
| ETUDES FRANÇAISES | RUSSIAN & SLAVIC STUDIES |
| EXERCISE SCIENCE | SLAVONIC STUDIES |
| FINANCE | SOCIAL WORK |
| FINANCE & MANAGEMENT SCIENCE | SOCIOLOGY |
| FINE ARTS | B28 SOCIOLOGY & ANTHROPOLOGY |
| FRENCH | SOCIOLOGY & SOCIAL ANTHROPOLOGY |
| GEOGRAPHY | STUDIO ART |
| B18 GERMAN | STUDY OF RELIGION |
| HEALTH CARE & EPIDEMIOLOGY | THEATRE |
| HEALTH POLICY & MANAGEMENT | THEOLOGICAL ASTROPHYSICS |
| HISTORY | B29 THEOLOGICAL STUDIES |
| B19 HISTORY & CLASSICS | THEOLOGY |
| HUMANITIES | URBAN STUDIES |
| INFORMATION STUDIES | ZOOLOGY |
| JAPANESE | ACCOMMODATIONS |

Answer to Homework!

From page A9. The numbers should appear in the triangle as shown to the right.



ACCOUNTING & MIS

UNIVERSITY OF ALBERTA — The Department of Accounting & MIS, University of Alberta invites applications to fill up to three tenure track MIS positions, open in rank, effective on or after July 1, 2001. Salary, rank and tenure status will depend on qualifications. The Faculty has a broad view of MIS, including IT, E-commerce applications, organizational issues and other areas. It is expected that the candidates would have a strong commitment to excellence in teaching and research. Experience in B program development at the undergraduate and graduate levels would be beneficial. The candidate's willingness to establish partnerships and linkage with the community would be an asset. The competition remains open until the positions are filled. Send resumes to: Dr. Michael Gibbins, Chair, Department of Accounting & MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ADMINISTRATION

UNIVERSITY OF REGINA — The Faculty of Administration invites applications for eight tenure-track positions, Ph.D. or D.B.A. (or near completion) is required. Candidates must have a research program in place and demonstrate a potential for excellence in scholarly research and teaching. Teaching responsibilities will include both undergraduate and graduate courses. The Faculty offers the Master of Business Administration, Master of Public Administration, and Master of Human Resource Management, in addition to a four year Bachelor of Administration. For details on the institution, please see the website (www.uoregina.ca). Full-time, tenure-track positions at the rank of Assistant Professor (Associate Professor level considered) are available in the following areas: Management Accounting, Financial Accounting, Marketing, Finance (two positions), Public Business Policy, MIS, HRM. The University of Regina encourages applications from qualified women and men, Aboriginal peoples, members of visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All appointments are subject to budgetary approval. Interested candidates are asked to submit their application and curriculum vitae to the attention of Dean Garnet Garven, Faculty of Administration, University of Regina, 3173 Wascana Parkway, Regina, SK, Canada S4S 0A2.

AGRICULTURAL & FOOD SCIENCES

UNIVERSITY OF MANITOBA — Department of Agriculture and Economics & Farm Management, Faculty of Agricultural & Food Sciences, Agriculture Chair in Cooperative and Marketing. Applications are invited for an Agriculture Chair in Cooperative and Marketing. This is a tenure track position at the rank of Professor and the incumbent is expected to teach diploma, undergraduate and graduate courses, conduct research and interact with farm and agribusiness leaders on priority business arrangements in the area of marketing and cooperative organizations. Many management and marketing issues require input from other disciplines. The incumbent should be able to contribute to and work with a team. Applicants must have a PhD degree and should have extensive management experience in agricultural business or an academic background with a research and extension record of working within the agribusiness industry. Demonstrated competence in teaching and research are required for tenure. Capability to work in French would be an asset but is

not required. The appointment will commence January 1, 2001. Salary is commensurate with training and experience. The current salary range for a Professor is \$70,882 to \$108,434 per annum. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send applications including a curriculum vitae, three letters of reference, and teaching evaluations if possible, by September 30, 2000 to: Chair, Search Committee, Deans Office, Faculty of Agriculture and Food Sciences, Room 256, 65 Dalor Road, Winnipeg, Manitoba R3T 2A2.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH — The Department of Animal and Poultry Science is seeking applicants for a tenure-track Assistant Professor position in Fish Nutrition. Candidates must have a PhD or equivalent degree, and a strong interest in fish nutrition as it relates to stock rehabilitation of Ontario fisheries, and aquaculture. The incumbent will be responsible for developing a vigorous research program as well as teaching at the undergraduate and graduate levels. Potential for teaching across the Departmental program will be one of the selection criteria for the position. The Department of Animal and Poultry Science has extensive computer and laboratory facilities, access to excellent animal holding facilities, and close ties with industry. For the last 10 years, salary and operating funds for this position will be funded by the Ontario Ministry of Natural Resources (OMNR). The position will be available starting January 1, 2001. The application, with a statement of interest in the position, a full resume and the names of three persons who may be contacted for references, should be submitted by September 15, 2000, to: Dr. Jim Atkinson, Acting Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1; e-mail: jatkinson@sp.uoguelph.ca; web site: <http://www.sp.uoguelph.ca>. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

ANIMAL SCIENCE

MC GILL UNIVERSITY — The Department of Animal Science, McGill University, invites applications from potential nominees for a 2001 NSERC University Faculty Award (UFA). The department is particularly interested in candidates with a recent PhD in Animal Science or a related field and a DVM (interested individuals to obtain a license to practice in Quebec). The candidate should have an area of teaching expertise or interest: reproduction, pathology or endocrinology in farm species. An interest in extension and communication with farmers and the agricultural industry is desired. A strong commitment to developing an externally funded research program is expected. The UFA program aims to increase the representation of women and Aboriginals in the sciences. In accordance with the terms of NSERC UFA program, this advertisement is directed only to women and Aboriginals who are Canadian citizens or permanent residents of Canada or will be by November 2000 and who have not previously held a tenure track appointment at a Canadian University. Completed applications must reach NSERC by November 1, 2000 and, therefore, are required at McGill as soon as possible and no later than September 30, 2000. Successful applicants to the competition will be appointed at the Assistant Professor level (tenure track). Complete applications will consist of a full curriculum vitae (including evidence of relevant

formal training); statements of teaching specializations and research interests; three confidential letters of recommendation sent directly to the department; completed NSERC Personal Data Form (form 100), and Application for a Grant Form (form 101). Please send applications to: Dr. Xia Zhou, Chair, Department of Animal Science, McGill University, 21,111 Lakeshore, Ste. Anne de Bellevue, Quebec H3X 3V3.

ANTHROPOLOGY

UNIVERSITY OF TORONTO at Mississauga — Forensic Anthropology, University of Toronto, Department of Anthropology, at Mississauga invites applications for a tenure-track position at the rank of Assistant or Associate Professor, beginning July 1, 2001. A PhD is required as well as clear and substantial evidence of excellence in research and teaching in Forensic Anthropology. Persons with demonstrated theoretical strength in Forensic Anthropology and skills in computer applications in both research and teaching are encouraged to apply. Preference will be given to those whose interests include applied interests in contemporary legal cases. The successful candidate will contribute to the undergraduate and graduate Anthropology programs, promote the academic development of Forensic Science at the University of Toronto at Mississauga, and provide liaison with the Forensic Science community outside the university. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples, and persons with disabilities. The deadline for submissions of the application is September 23, 2000. Applications should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Hy Van Lunenburg, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto,

Ontario, Canada M5S 1A1; Fax: (416) 978-3217; Internet: vanlunenburg@utoronto.ca. **UNIVERSITY OF VICTORIA** — The Department of Anthropology, invites applications for a tenure-track anthropology at the rank of assistant professor in anthropology, effective July 1, 2001. Candidates should hold a completed PhD and have a strong commitment to teaching and research in a department whose faculty value co-operation between anthropological sub-disciplines. Candidates should have a research focus in the Pacific Rim region in S.E. Asia, E. Asia or N.W. North America. The candidate should also have research and teaching capabilities that include one or more of the following: language and culture, cultural/human ecology, and ethnohistory of indigenous peoples. The successful candidate is expected to have broad teaching abilities and more specialized research interests that indicate intellectual depth as well as breadth. Applications must include a complete cv, the name and addresses (including Email, fax and telephone numbers) of three referees who the department may contact, copies of selected relevant publications and summaries of teaching evaluations. Applications should be sent to: Dr. Peter H. Stephenson, Chair, Department of Anthropology, University of Victoria, P.O. Box 3800 STN CSC, Victoria, BC V8W 2P5 before December 31, 2000. (Email: pstephen@uvic.ca) Information about the department is available on its Website at <http://web.uvic.ca/anthro/>. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Advertisement is in compliance with the University of Victoria Equity Plan.

UNIVERSITY OF ALBERTA — The Department of Anthropology, University of Alberta, seeks a Social-Cultural Anthropologist with a specialization in the ethnography of Northern

BROCK UNIVERSITY

TENURE-TRACK POSITIONS Faculty of Business

The Faculty of Business consists of two departments, the Department of Accounting and Finance and the department of Management, Marketing & Human Resources. The Faculty of Business, which has approximately 50 full-time members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, both with a co-op option, as well as a Masters of Accountancy with specialized courses in Finance. An MBA with a specialization in Finance is also under consideration. More information on Brock University can be found on the University's website www.brocku.ca/.

Area: Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities.

Salaries: Competitive and commensurate with qualifications.

Assistant/Associate Professor in Finance

Brock University invites applications for a tenure-track position in Finance at the Assistant or Associate Professor level, subject to budgetary approval, starting July 1, 2001.

Description: Full-time, tenure-track, rank at Assistant or Associate Professor, dependent upon qualifications.

Qualifications: Qualifications include: a doctorate in Finance (completed or near completion). Preferred areas are financial markets and institutions and/or corporate finance, although applicants in all areas will be considered. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Application Procedure: Applications are accepted until the position is filled and should be submitted, with a curriculum vitae and the names and addresses of three references, to: Dr. Sandra Felton, Chair, Department of Accounting and Finance, Faculty of Business at Brock University (Address shown below). E-mail: sfelton@spartan.ac.brocku.ca (preferred).

Assistant or Associate Professor of Entrepreneurship
Brock University invites applications for a tenure track position in Entrepreneurship at the Assistant or Associate Professor level, subject to budgetary approval, starting July 1, 2001.

Description: Full-time, tenure-track, rank at Assistant or Associate Professor, dependent upon qualifications.

Qualifications: Qualifications include a PhD or equivalent (completed or near completion) in Entrepreneurship or related area. Duties include research and teaching in Entrepreneurship, Entrepreneurship, and Small and Family Business, at the undergraduate and graduate levels. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Application Procedure: Applications are accepted until the position is filled and should be submitted, with a curriculum vitae and the names and addresses of three references, to: Dr. Eli Levano, Chair, Department of Management, Marketing and Human Resources, Faculty of Business at Brock University (Address shown below). E-mail: elevano@spartan.ac.brocku.ca (preferred).

Executive Director Confederation of Alberta Faculty Associations

The Confederation of Alberta Faculty Associations brings together the faculty associations of the University of Alberta, Athabasca University, University of Lethbridge and Augustana University College in joint activities to promote the quality of post-secondary education in the province and to promote the well-being of academic staff and of their universities.

The executive director reports directly to the elected president and officers. s/he works to establish and maintain government relations, primarily provincial but also at the federal level. Candidates should have an understanding of universities, the workings of the provincial government and experience in policy analysis and the preparation of briefs to government. The ability to work with similar organizations is necessary, and experience in media relations would be useful. A graduate degree would be an asset.

Minimum salary, \$60,800 with excellent benefits. The closing date for applications is October 15, 2000. Letters of application, resumes and references to:

Search Committee, CAA
University of Alberta
11043 - 90 Avenue
Edmonton, AB T6G 2E1

Tel: (780) 492-5630
Fax: (780) 436-0516
www.ualberta.ca/~caa/

CAFA Confederation of
Alberta Faculty Associations

CAREERS CARRÈRES



The University of Western Ontario

Chair/Chief - Department of Psychiatry

The Faculty of Medicine & Dentistry of The University of Western Ontario, the London Health Sciences Centre, St. Joseph's Health Care London and the London/St. Thomas Psychiatric Hospital, invite applications/nominations for the position of Chair and Chief of the Department of Psychiatry. The Department, which includes a division of Child Psychiatry, has over \$2 million of research expenditures in addition to the usual undergraduate, postgraduate and fellowship training programs within the faculty. Department researchers are active in both clinical and basic science research at the hospital and their affiliated research institutes. The hospitals provide an extensive array of general and specialized inpatient and outpatient treatment programs, including a growing number of Assertive Community Treatment teams and a telepsychiatry network.

The Chair/Chief of the Department of Psychiatry will have a central role in the implementation of the restructuring plan for hospital and community treatment while maintaining integration between patient care and the academic discipline. The successful candidate will have experience and expertise in a senior medical leadership role and a track record of a high level of accomplishment in patient care, teaching and research. Candidates must have FRCPC certification (or equivalent) in Psychiatry and be eligible for licensure in the Province of Ontario.

Details about the UWO Faculty of Medicine & Dentistry can be found at www.uwo.ca, London Health Sciences Centre at www.lhsc.on.ca and St. Joseph's Health Care London at www.sjhc.london.on.ca.

Interested candidates are asked to submit a CV and letter of application together with names and addresses of three references to:

Dean Carol P. Herbert
Faculty of Medicine & Dentistry
Health Sciences Addition, Room H112
University of Western Ontario
London, Ontario N6A 3C1
FAX: (519) 661-3797

The deadline for applications is September 30, 2000.

This position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.



Dean, Faculty of Arts University of New Brunswick Saint John

The University of New Brunswick Saint John (UNBSJ) is offering a unique opportunity for individuals interested in being our next Dean of Arts. Highly innovative, energetic and community-oriented, the campus, and most particularly the Faculty of Arts, have changed considerably in recent years. The Faculty of Arts is composed of a dedicated group of faculty and staff members (approximately 65) with over 800 full-time students enrolled in its programs. Over 50% of the Arts faculty are new to the campus in the last five years. As well, new programs (Communication and Professional Writing, Information and Communication Studies, International Studies, Sports and Exercise Psychology, a Certificate in Teaching English as a Second Language, and an MSc in Finance and Economics) have been added to the Faculty's existing programs (Economics, Education, English, French, History, Philosophy, Politics, Psychology, Sociology, Biology, Mathematics, Statistics and an MA in Psychology).

The next Dean of Arts at UNBSJ will have demonstrated a practical commitment to excellence in Arts education, and have proven abilities as a scholar, teacher and administrator in a challenging and dynamic university environment. The successful candidate will be committed both to the integrity of established Arts disciplines and to continuing the growth of the Faculty in creative directions. The new Dean will be expected to work closely with faculty, staff and members of the campus community to enrich the teaching, learning and research environment at UNBSJ. Furthermore, the new Dean will be expected to pursue vigorous associations with members of the local, regional and national communities in which UNBSJ plays an active role.

The Faculty has a significant international and community-based focus. In addition to its academic programs, the Faculty is actively involved in numerous other initiatives. For example, it is involved in two multi-million dollar CIDA projects (in China and Vietnam), has one of the largest Youth International Internship Programs in Canada, is working with HRDC to provide an innovative skills program for Arts students, and provides support for a degree program offered in China. It also hopes to expand its involvement in the areas of Criminal Justice and Health Research through its Centre for Criminal Justice and through a continued partnership in the Institute for Health Research at the neighbouring Saint John Regional Hospital. It is also anticipated that there will be growth in Graduate Programs.

In summary, we are seeking a collegial academic who will both foster innovation and support the traditional strengths of an Arts education while continuing to seek new ways to link the campus with the broader community.

For more information about the campus or the Faculty of Arts, please check our website (www.unbsj.ca). To apply, send a letter indicating your interest and suitability for the position along with a copy of your curriculum vitae and the names and addresses of three references to:

Dr. Rick Miner
Vice-President (Saint John)
University of New Brunswick
P.O. Box 5050
Saint John, NB E2L 4L5

Applications/nominations will be received until 27 October 2000.

We anticipate filling this position no later than 1 July 2001 for a five-year renewable term. Further information concerning the position can be obtained by contacting Dr. Miner (rm@unbsj.ca) or 506-648-5696.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.
The University of New Brunswick is committed to the principle of employment equity.

people (broadly construed). This is a tenure-track appointment at the senior level. Topical preferences include but are not restricted to: cognitive anthropology, ecological anthropology, visual anthropology, and political anthropology and contemporary indigenous. We prefer candidates whose work and publications address contemporary theory and practice. A PhD is required at the time of appointment. The successful candidate will be expected to contribute to both the undergraduate and graduate programs. Deadline for applications is September 30, 2000 in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is anticipated that the successful candidate will be expected to develop a curriculum vitae, and samples of publications and evaluations of teaching performance if available. Letters of recommendation should be submitted by three referees. All materials should be sent to Dr. Nancy C. Lowell, Chair, Department of Anthropology, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Applications by fax to: (780) 492-1526 or by e-mail to nancy.lowell@ualberta.ca are acceptable. Followed by hard copy information about the department can be obtained at www.arts.ualberta.ca/anthropology.html. The records arising from the competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FIPPA). The University of Alberta has signed the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ST. THOMAS UNIVERSITY is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Anthropology invites applications for an entry-level tenure track appointment to begin January 1, 2001. The successful candidate will teach undergraduate courses in social/cultural anthropology and will advise honours students in their research. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and a range to have three letters of reference sent directly to Dr. Alan Mason, Chair, Anthropology Department, St. Thomas University, Fredericton, NB E3B 5G3. Opening date: October 23, 2000 or when position is filled. Applicants are responsible for ensuring that their letters, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - **Sociocultural Anthropology**. The Department of Anthropology invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, in the field of sociocultural anthropology, beginning September 1, 2001. The successful candidate must possess a PhD in anthropology and must be prepared to teach both undergraduate and graduate programs. First consideration will be given to candidates who have a demonstrated record of research in Newfoundland and Labrador, and in the Eastern Arctic or Subarctic. Applications will be accepted until December 31, 2000. Please send applications together with a curriculum vitae, samples of writing and the names of three referees to: Dr. Michael DeL. Head, Department of Anthropology, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Fax: (709) 737-5656. Phone: (709) 737-8870. Electronic Mail: mdeh@mun.ca. Memorial University is the largest university in Atlantic Canada and the province's largest employer. It has a long and proud history of excellence in research and teaching. It is an integral role in the educational and cultural life of Newfoundland and Labrador. Offers a wide range of undergraduate and graduate programs to almost 16,000 students. Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly, and great historic city with a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University of Newfoundland is committed to employment equity. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO - Department of Anthropology. St. George Campus, seeks applications for an assistant professor position in the field of Anthropology, beginning July 1, 2001. Specialization open: focus on non-Western/pre-historic, oriented toward living, ancestral or primate populations. Contribution desirable to: field, human origins and/or medical anthropology, at graduate and undergraduate levels. Must have PhD completed by starting date, plus evidence of teaching excellence and research potential. Search process: In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The deadline for applications is October 15, 2000. Applications should include a Curriculum Vitae, teaching portfolio and research references should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to Professor My Leung, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 3G3. Fax: (416) 978-3217. Internet: various@chass.utoronto.ca.

ARCHAEOLOGY

UNIVERSITY OF CALGARY - Department of Archaeology invites applications for a tenure-track position in Archaeology to begin July 1, 2001. The position will be at the Assistant/Associate Professor rank. The successful candidate will be expected to have an active research program and a record of significant publications. Teaching experience in Archaeology and Anthropology is required. Additional expertise in an area such as computer applications, GIS, remote sensing, etc. is desirable. Degree level of applications is PhD. October 2000. Send letter of application, vitae and address of three references to: Dr. J.S. Raymond, Chair, Search Committee, Department of Archaeology, University of Calgary, Calgary, AB T2N 1N4 Canada. In accordance with Immigration regulations, preference will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

ARCHITECTURE

THE UNIVERSITY OF MANTOBA - Faculty of Architecture, The Department of Architecture invites applications for a tenure track position at the rank of Assistant Professor beginning January 1st or July 1st 2001. Candidates for this position must possess a first professional degree in architecture as well as an advanced degree in architecture or equivalent. Successful candidates for the position will assume responsibility for courses in Building Systems Integration. Candidates must be qualified to teach at the graduate level and the graduate and undergraduate levels. The successful candidate will be expected to develop and deliver instruction into building systems with ability to advise, select, and integrate structural systems, environmental systems, life-style systems, building envelope systems, and building service systems into building design. In consideration of global innovation and precedent. Responsibilities will include advising graduate students and supervising architectural design studios. The candidate will assume a major role in advancing research activity in the building science area. The Faculty fully integrates the use of computers into the design and construction process. It is essential for applicants to be familiar with current applications. Candidates should provide evidence of professional registration and a teaching accomplishment. Salary range per annum is \$48,000.00 to \$55,000.00 (rdn) commensurate with experience and qualifications. The University of Manitoba is the oldest university in Western Canada. Established in 1827, it offers a full range of academic, professional and graduate programs. Bedford Institute of Geography has begun at the University in 1913. Winnipeg, Canada, and the city of Winnipeg in particular, provide highly visible and distinctive architectural tradition, communities, and institutions which frequently form the settings for studio and research activity. The student population of the Faculty of Architecture is over 1,000 and includes a large contingent of foreign students, at both the undergraduate and graduate levels. The Faculty of Architecture currently offers undergraduate programs in Environmental Design and Interior Design as well as graduate programs in Architectural Architecture, City Planning and Interior Design. The professional program in Architecture is fully accredited by the Canadian Architectural Certification Board. The Faculty holds the Centre for Architectural Structures and Technology, the Universal Design Institute, the Pattern Program, the Architecture and Design Institute, and the Distinguished Series. The professional program in architecture provides opportunities for foreign study. Research opportunities have been offered in Europe, the Far East and Central and South America. The University encourages applications from qualified women and men, including members of visible minorities, Aborigine peoples, and persons with disabilities. Women are particularly encouraged to apply. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Candidates are encouraged to obtain further detailed information from the Faculty of Architecture by contacting the Search Committee chair. Interested applicants should send a full curriculum vitae, portfolio of professional, teaching and research accomplishments, and names and contact numbers of three references by September 15, 2000 to: Professor R.J. Macdonald, Chair, Search Committee, Department of Architecture, Room 2018, John A. Russell Building, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Tel: (204) 474-5624, Fax: (204) 474-7332, e-mail: macdonald@cc.umanitoba.ca.

ART & CULTURE

SIMON FRASER UNIVERSITY - The School for the Contemporary Arts at Simon Fraser University invites applications for a tenure-track position, to be appointed at the Assistant Professor rank in the Art and Culture Studies Area of the School, beginning September 1, 2001. The School for the Contemporary Arts is an interdisciplinary department offering B.A.'s in Art, Music, Theatre, and Visual Art, B.A. in Art and Culture Studies, and an interdisciplinary M.F.A. in Art and Culture Studies program offers interdisciplinary courses in contemporary issues, contemporary theory, and the visual history of art and culture. Applicants for this position should have a strong record of research or have demonstrated potential for a record in one or more of contemporary dance, film, music, theatre, or video. A Ph.D. (in hand or near completion) and teaching experience is required. Experience in Canadian art and culture, world inter-cultural relations, interdisciplinary research, communication studies, First Nations studies, and teaching will be an asset. Maintaining a strong record of research and scholarly publication is a requirement for tenure and promotion at Simon Fraser University. The successful candidate will actively pursue their own research, be instrumental in developing our undergraduate program in Art and Culture Studies, design and teach large lecture classes in the contemporary arts to B.A. and B.F.A. students, and develop seminars to B.A. and B.F.A. students. Commensurate with graduate and graduate supervision are expected. Deadline: November 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment, and encourages equal employment opportunities to qualified applicants. This position is subject to budgetary approval. Applicants

ARCHAEOLOGY

UNIVERSITY OF CALGARY - Department of Archaeology invites applications for a tenure-track position in Archaeology to begin July 1, 2001. The position will be at the Assistant/Associate Professor rank. The successful candidate will be expected to have an active research program and a record of significant publications. Teaching experience in Archaeology and Anthropology is required. Additional expertise in an area such as computer applications, GIS, remote sensing, etc. is desirable. Degree level of applications is PhD. October 2000. Send letter of application, vitae and address of three references to: Dr. J.S. Raymond, Chair, Search Committee, Department of Archaeology, University of Calgary, Calgary, AB T2N 1N4 Canada. In accordance with Immigration regulations, preference will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

ARCHITECTURE

THE UNIVERSITY OF MANTOBA - Faculty of Architecture, The Department of Architecture invites applications for a tenure track position at the rank of Assistant Professor beginning January 1st or July 1st 2001. Candidates for this position must possess a first professional degree in architecture as well as an advanced degree in architecture or equivalent. Successful candidates for the position will assume responsibility for courses in Building Systems Integration. Candidates must be qualified to teach at the graduate level and the graduate and undergraduate levels. The successful candidate will be expected to develop and deliver instruction into building systems with ability to advise, select, and integrate structural systems, environmental systems, life-style systems, building envelope systems, and building service systems into building design. In consideration of global innovation and precedent. Responsibilities will include advising graduate students and supervising architectural design studios. The candidate will assume a major role in advancing research activity in the building science area. The Faculty fully integrates the use of computers into the design and construction process. It is essential for applicants to be familiar with current applications. Candidates should provide evidence of professional registration and a teaching accomplishment. Salary range per annum is \$48,000.00 to \$55,000.00 (rdn) commensurate with experience and qualifications. The University of Manitoba is the oldest university in Western Canada. Established in 1827, it offers a full range of academic, professional and graduate programs. Bedford Institute of Geography has begun at the University in 1913. Winnipeg, Canada, and the city of Winnipeg in particular, provide highly visible and distinctive architectural tradition, communities, and institutions which frequently form the settings for studio and research activity. The student population of the Faculty of Architecture is over 1,000 and includes a large contingent of foreign students, at both the undergraduate and graduate levels. The Faculty of Architecture currently offers undergraduate programs in Environmental Design and Interior Design as well as graduate programs in Architectural Architecture, City Planning and Interior Design. The professional program in Architecture is fully accredited by the Canadian Architectural Certification Board. The Faculty holds the Centre for Architectural Structures and Technology, the Universal Design Institute, the Pattern Program, the Architecture and Design Institute, and the Distinguished Series. The professional program in architecture provides opportunities for foreign study. Research opportunities have been offered in Europe, the Far East and Central and South America. The University encourages applications from qualified women and men, including members of visible minorities, Aborigine peoples, and persons with disabilities. Women are particularly encouraged to apply. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Candidates are encouraged to obtain further detailed information from the Faculty of Architecture by contacting the Search Committee chair. Interested applicants should send a full curriculum vitae, portfolio of professional, teaching and research accomplishments, and names and contact numbers of three references by September 15, 2000 to: Professor R.J. Macdonald, Chair, Search Committee, Department of Architecture, Room 2018, John A. Russell Building, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Tel: (204) 474-5624, Fax: (204) 474-7332, e-mail: macdonald@cc.umanitoba.ca.

ART & CULTURE

SIMON FRASER UNIVERSITY - The School for the Contemporary Arts at Simon Fraser University invites applications for a tenure-track position, to be appointed at the Assistant Professor rank in the Art and Culture Studies Area of the School, beginning September 1, 2001. The School for the Contemporary Arts is an interdisciplinary department offering B.A.'s in Art, Music, Theatre, and Visual Art, B.A. in Art and Culture Studies, and an interdisciplinary M.F.A. in Art and Culture Studies program offers interdisciplinary courses in contemporary issues, contemporary theory, and the visual history of art and culture. Applicants for this position should have a strong record of research or have demonstrated potential for a record in one or more of contemporary dance, film, music, theatre, or video. A Ph.D. (in hand or near completion) and teaching experience is required. Experience in Canadian art and culture, world inter-cultural relations, interdisciplinary research, communication studies, First Nations studies, and teaching will be an asset. Maintaining a strong record of research and scholarly publication is a requirement for tenure and promotion at Simon Fraser University. The successful candidate will actively pursue their own research, be instrumental in developing our undergraduate program in Art and Culture Studies, design and teach large lecture classes in the contemporary arts to B.A. and B.F.A. students, and develop seminars to B.A. and B.F.A. students. Commensurate with graduate and graduate supervision are expected. Deadline: November 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment, and encourages equal employment opportunities to qualified applicants. This position is subject to budgetary approval. Applicants

should send, no later than November 15, 2000, a curriculum vitae, and the names, addresses and phone numbers of three referees to: Owen Underhill, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Ave., Burnaby, BC V5A 1S6, Canada, FAX: (604) 281-5907.

ART HISTORY

MCGILL UNIVERSITY - Chinese Art History. McGill University invites applications for a full-time tenure-track open rank position in 1991/2002-century Chinese Art History, a joint appointment in the Departments of East Asian Studies and Art History & Communication Studies, commencing September 2001. Preference will be given to candidates with an understanding of methodology, critical theory, and interdisciplinary approaches to the field. The candidate should have a strong teaching record, and will be expected to contribute to the development of East Asian Art History at McGill. At least a reading knowledge of French is required. The application deadline is October 30, 2000. Applicants should send a statement of their research program, teaching philosophy and sample of publications to: Dr. Robert L. Hymes, Search Committee Chair, Department of Art History and Communication Studies, McGill University, 853 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2T6. Tel: (514) 398-5454, Fax: (514) 398-7247. In accordance with Canadian Immigration requirements, this advertisement is addressed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

ATMOSPHERIC SCIENCE

DAHOUSHE UNIVERSITY - The Atmospheric Science Program is inviting applications for a probationary tenure track assistant professor position in atmospheric science, starting July 1, 2001. Excellent candidates will have research expertise in atmospheric radiation, remote sensing, cloud physics, aerosol physics and climate and especially encouraged are applications from individuals who have a strong interest in both undergraduate and graduate teaching, supervising graduate students, as well as demonstrated excellence in their field of scholarly research. The Department of Atmospheric Science has built a reputation as a leader in atmospheric physics in Canada. Research focuses on aerosols, clouds, radiation, air-sea interaction, climate and atmospheric chemistry. In addition to having a strong oceanography department, the presence on campus of the Atlantic Environmental Prediction Initiative, a division of the Meteorological Service of Canada as well as the neighbouring Bedford Institute of Oceanography has brought together a large and active pool of ocean and atmospheric scientists. More information about the Atmospheric Science Program is available on the worldwide web at the following URL: <http://www.atm.dal.ca>. Applicants for this position should possess a PhD or equivalent and have a strong research background in the discipline. All applicants will be considered until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Equal Opportunity Employer. Action employment. The University of Dalhousie is seeking highly qualified applicants for positions in the Department of Atmospheric Science. We have a strong record of research and publications in the area of membrane processes. Candidates are expected to have a strong research record in one or more areas related to Biochemistry, Molecular Biology, Structural Biology, Receptor Biology and transgenic analysis of membrane proteins. They will be expected to develop independent research programs and participate in ongoing research programs in the Department. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, individuals will be considered. Individuals with a PhD or equivalent and appropriate postdoctoral experience should send a letter of application, curriculum vitae, brief description of research plans, and arrange to have three letters of reference sent to: Dr. D. Sykes, Chair, Department of Biochemistry, 474 Medical Sciences Bldg., University of Alberta, Canada, T6G 2H7. The application deadline is November 30, 2000. The records arising from the competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FIPPA). The University of Alberta has signed the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA - Membrane Protein Structural Biology. The Department of Biochemistry at the University of Alberta is seeking highly qualified applicants for positions in the Department of Biochemistry. We have a strong record of research and publications in the area of membrane proteins. Candidates are expected to have a strong research record in one or more areas related to Biochemistry, Molecular Biology, Structural Biology, Receptor Biology and transgenic analysis of membrane proteins. They will be expected to develop independent research programs and participate in ongoing research programs in the Department. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, individuals will be considered. Individuals with a PhD or equivalent and appropriate postdoctoral experience should send a letter of application, curriculum vitae, brief description of research plans, and arrange to have three letters of reference sent to: Dr. D. Sykes, Chair, Department of Biochemistry, 474 Medical Sciences Bldg., University of Alberta, Canada, T6G 2H7. The application deadline is November 30, 2000. The records arising from the competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FIPPA). The University of Alberta has signed the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BIOGEOGRAPHY

MCGILL UNIVERSITY - Two tenure-track appointments in the field of biogeography will be made at the Redpath Museum of McGill University. The appointments will normally be made at the level of Assistant Professor, but exceptional candidates may be considered for appointment at a higher rank. Information about the Museum can be found at <http://www.mcgill.ca/redpath>. The successful candidate will be expected to develop and deliver instruction into biogeography. We are seeking someone using modern techniques to investigate the mechanisms responsible for the patterns of species diversity and the consequences of its depletion. They may be concerned with the large-scale structure of communities at the level of functional groups or with small-scale structure at the level of species diversity within functional groups. The position is a joint appointment with the Biology Department. The person appointed will contribute to teaching within the Biology program and will undertake the curation of a major collection at the Museum. They will join a group with strengths in evolutionary biology, systematics and conservation biology. Information

CAREERS CARRIÈRES



University of Alberta Edmonton

Vice President (Research)

The University of Alberta invites applications from, and nominations of, individuals for the position of Vice-President (Research). Ideally, the appointee will take office on July 1, 2001. The University plans to conduct interviews in November and December 2000 and wishes to receive applications by October 21, 2000. The search will continue until the position is filled. This is one of four Vice-Presidents reporting to the President.

Founded in 1908, the University of Alberta is one of Canada's five largest, full-service research-intensive universities, with full-time enrolment of more than 30,000 students. It has a annual budget in excess of \$850 million and is known for housing one of the largest and most extensive library collections in North America. The University of Alberta values partnerships with industry and is a recognized leader in technology transfer activities. As well, the University of Alberta values and seeks to enhance partnerships with community and business leaders and alumni. A capital campaign launched in April, 1997 has raised \$191 million.

The University of Alberta is a centre of excellence in Canadian higher education with teaching and research programs of international distinction. The Vice-President (Research) must provide vision and leadership in a rapidly expanding research environment, which last year attracted more than \$200 million in external funding. The successful applicant will have overall responsibility for the administration of research grants and contracts, for

enhancing and promoting technology commercialization, for liaison between the University and the public and private institutions that fund research, and for the dissemination of research findings to the communities the University serves. Candidates will have a distinguished record of research and teaching as well as experience in academic administration. The ability to coordinate work in a multi-disciplinary environment is vital.

The University of Alberta is committed to attracting and retaining outstanding faculty, staff and students and to creating an optimal teaching and learning environment. Priorities include achieving ambitious goals in the areas of research, teaching, internationalization, fundraising and external partnerships.

Applications or nominations with curriculum vitae should be sent to:

Dr. Roderick Fraser, President
c/o University Secretariat
2-5 University Hall
Edmonton, Alberta T6G 2J9
Tel: (780) 492-3212
Fax: (780) 492-1424

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

...it makes sense.

RESEARCH CHAIR Dairy Technology Department of Food Science

The Department of Food Science at the University of Guelph invites applications from established research scholars in dairy technology for a tenure track Research Chair, sponsored by the Ontario Dairy Council. The successful applicant will be eligible to apply for a NSERC/Industry Research Chair grant from the Natural Sciences and Engineering Research Council of Canada. This will provide a solid base of operating funding. The Chair is expected to develop a strong and creative research program in fundamental science related to dairy technology. This should include the integration of physics, chemistry and/or processing, with value-added applications. The Chair is expected to work closely with faculty colleagues in food science and in allied disciplines related to their own area of expertise. Excellent opportunities exist to collaborate with researchers in the Centre for Food and Soft Materials Research, the Canadian Research Institute for Food Safety and/or with researchers in the area of functional foods. The Chair is expected to develop information and technology transfer programs for the dairy industry and to provide leadership to the dairy industry in research directions. The Chair is also expected to contribute positively to the University graduate program (supervising, teaching).

The applicant should possess a PhD degree and a proven track record of excellence in dairy research, either at the academic, governmental, or industrial level. Rank and salary will be commensurate with background and experience.

Interested candidates should submit a complete curriculum vitae including publications, a statement of research interests, and the names of three references, prior to November 15, 2000, to: Professor Douglas Goff, Chair of the Search Committee, Department of Food Science, University of Guelph, Guelph, ON N1G 2W1, Canada. dgoff@uoguelph.ca

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

For more information about the University of Guelph and the Department of Food Science, please visit our websites at www.uoguelph.ca and www.uoguelph.ca/foodsci.

UNIVERSITY
OF GUELPH

University of Alberta Edmonton

a PhD in finance or economics with a proven record of accomplishment in research and teaching. Candidates with a special interest in one of the faculty's four areas of specialization (entrepreneurship, hospitality and services management, international business and technology management) are encouraged to apply. Salary is commensurate with the applicant's qualifications and experience. The Faculty of Business places an equal priority on teaching and research. In a recent ranking of research output in the top 32 academic journals, the Faculty placed 10th overall in Canada and first in Canada in terms of output per faculty member. In addition, the Faculty has recently won two international awards for undergraduate education: the Academy of Management's competition for the most innovative undergraduate program in entrepreneurship and the U.S. Association for Small Business and Entrepreneurship "Model Undergraduate Program" award for 2000. The Faculty is also renowned for its international focus, including extensive exchange programs and overseas group work opportunities for students. Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three letters of reference to: Dr. Roger Wolff, Dean, Faculty of Business, University of Victoria, PO Box 1800, STN CSC, Victoria, B.C. V8W 2Y2. Telephone: (250) 472-4614. Fax: (250) 721-1633. Email: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Applications will be accepted until the position is filled.

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Accounting, Marketing, Management and Organizational Behaviour, Operations and Decision Sciences, and Policy areas commencing July 1, 2001. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. For the Accounting position, expertise is sought in the area of tax, managerial auditing and/or accounting information systems. For the Marketing position, expertise is sought in integrated marketing communications, for the Management and Organizational Behaviour area the expertise is Entrepreneurship and Organizational Behaviour; for the Operations and Decision Sciences position the area of expertise is Management of Information Systems (MIS), and for the Policy area the area of expertise is strategic management. For the position in the Policy area, preference will be given to a person with an interest in the management of technological firms. Qualifications include PhD or ASD with evidence of strong research and teaching potential. The School has six- to full-time faculty in Business, sixteen full-time faculty in Management, and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct applications by November 30 to: Dr. Ruth Harris, Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave., Waterloo, Ontario N2L 3C3, harris@uwaterloo.ca.

THE UNIVERSITY OF WINDSOR invites applications for tenure-track positions in the Faculty of Business Administration commencing July 1, 2001. For details visit our website at www.uwindsor.ca/facultypositions. Contact Dr. Roger Hussey, Dean, Faculty of Business, University of Windsor, Windsor, ON N9B 3P4. Tel: 519-253-3000, Ext. 3691. Fax: 519-253-7073. Email: dean@uwaterloo.ca.

CARLETON UNIVERSITY — Faculty Position in Management Science/Operations Management. Subject to budgetary approval, Carleton University's School of Business invites applications for a full-time tenure-track position in Management Science/Operations Management at the rank of Assistant or Associate Professor. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the ongoing development of our newly established Concentrations in Business Operations Analysis and Technology and Operations Management. The position requires a PhD or equivalent degree (although Canadian or landed immigrant applicants who are close to completion will be considered) and evidence of strong research and teaching. The School of Business, part of the newly created Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers a Bachelor of Commerce with Honours degree, a Bachelor of International Business with Honours degree, a research-based Masters in Management Studies (MMS), and a PhD in Management. Appointments are normally effective

July 1. Salary is competitive and commensurate with qualifications. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees by September 30, 2000 to: Dr. Vinod Kumar, Director, School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: 613-520-2378. Fax: 613-520-2532. Email: director@business.carleton.ca. URL: <http://www.business.carleton.ca>.

UNBSL Faculty of Business in Saint John invites applications for a tenure track position in Management. This position requires a PhD with a completed PhD in behavioural areas of management studies, a successful track record of teaching experience at the BBA and MBA levels, and an interest in behavioural research on issues related to the implementation of electronic commerce in organizations. Typical of the courses the candidate may be required to teach at both undergraduate and MBA programs are People and Leadership, Managing On Line Companies, Organizational Behavior, Industrial Relations, and Management. In addition, the candidate requires competencies in guiding group development, negotiating skills development, and leadership skills development for graduate level students. Rank and salary will be commensurate with qualifications and experience. Please send a curriculum vitae with the names and addresses of three referees to: Mr. Peter Joly, Acting Dean, Faculty of Business, University of New Brunswick, PO Box 5500, Saint John, N1S 4A5. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the Principle of employment equity.

MCMASTER UNIVERSITY — Faculty of Business. The Michael G. DeGroote School of Business, McMaster University, invites applications for a tenure-track position at the Assistant level, commencing July 1, 2000, in the area of Information Systems with research and teaching interests in Electronic Commerce. Preference will be given to those candidates with research and teaching interests in the technical and business issues associated with E-Commerce. PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. A strong record in teaching capabilities is a distinct advantage. Salary will be commensurate with research scholarship, teaching and applied experience. Submit applications, CV and names with contact information on three referees to: Dr. V.V. Babu, Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, Ontario, L8S 4M4. E-mail: babum@mcmaster.ca. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons

CHAIR OF SOCIAL WORK

The Social Work Program was established in 1994 as part of Canada's newest university to prepare students for social work practice in northern British Columbia and beyond. It offers both BSW and MSW degrees and the undergraduate program is delivered on a decentralized basis to selected regional sites. The Social Work curriculum emphasizes social work in northern and remote areas, aboriginal issues, women in the human services and community practice through courses that recognize the integration of practice, policy and research.

The Chair is responsible for the academic, professional and administrative activities of the Social Work Program. Eligible candidates must demonstrate scholarly, professional and administrative competence related to social work and have a record of academic leadership, planning and management related to the development of a new program of social work education. Excellent interpersonal skills, creative approaches to program delivery and a capacity to work effectively with faculty, staff, students, the wider university and the community will be a prerequisite. The appointment will be at the rank of Associate or Full Professor. Salary will be commensurate with experience.

The starting date will be by arrangement but no later than July 2001.

Please forward your curriculum vitae and names and addresses of three references (including telephone and fax numbers) by November 15, 2000 to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Inquiries may be made to: Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, UNBC, Tel. (250) 960-5823, e-mail: fisher@unbc.ca.

For more information, visit our Web site: www.unbc.ca

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, visible minorities, persons with disabilities and aboriginal persons.

SIMON FRASER UNIVERSITY

GERONTOLOGY PROGRAM invites applications for two tenure track positions

Outstanding candidates are sought to fill two faculty positions at the junior Assistant Professor rank for September 1, 2001. One position requires specialization in health promotion and aging / population health; the second position's specialization is in environment and aging.

Qualifications: Ph.D., demonstrated teaching ability, and a developing publishing record. The successful candidates will teach for both the Post-Baccalaureate Diploma Program in Gerontology and the Master of Arts in Gerontology. The Master's Program is an innovative, interdisciplinary program that synthesizes applied research in two defined areas — aging and the built environment and health promotion and aging.

Closing date: November 15, 2000. These positions are subject to final budgetary authorization.

Candidates should send curriculum vitae, transcripts, names of three referees, and reasons for applying for the position to: Dr. Andrew Wister, Graduate committee Chair, Gerontology Program, Simon Fraser University at Harbour Centre, 515 West Hastings St. Vancouver, B.C. V6B 5K3; fax (604) 291-5066; e-mail geto@sfu.ca.

Further information is available on our web site www.harbour.sfu.ca/gero



Simon Fraser University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents.

CAREERS CARRIÈRES

with disabilities, members of visible minorities and women, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business, Assistant Professor of Marketing. The Michael G. DeGroote School of Business at McMaster University invites applications for one tenure-track appointment at the rank of Assistant Professor of Marketing, commencing July 1, 2000. Candidates from any of the traditional areas of marketing are encouraged to apply. Researcher, and/or teaching interest in any of the following areas will be an asset: Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce. Candidates must possess a doctorate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vitae and the names and contact information of three referees. Send application and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, Ontario L8S 4M4, Canada. Email: babam@mcmaster.ca. Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — The Michael G. DeGroote School of Business at McMaster University invites applications for the position of Research Associate, to commence on or before September 1, 2000. This is a 12 month contract position with a salary of \$36,000.00, plus benefits. Holders of post doctoral fellowships are encouraged to apply on the understanding that the above salary would be adjusted to provide a total income of \$36,000.00. Candidates must have a PhD and have published in academic journals. Strong skills are required in research which involves identifying organizations for study, contacting organizations and eliciting agreement to participate, interviewing, questionnaire design and administration. The successful candidate will be expected to assist in the start-up of a program of research into changes in the technological capabilities of Canadian subsidiaries of multinational firms. By technological capabilities we mean, broadly, those involved in product and process development and R&D. The focus will not be on information technology. The research envisioned in this program is in the tradition illustrated in the papers by Andrew J. A. Hood, Jr. (1988) Multinational Corporate Evolution and Subsidiary Development, London: Macmillan Press Ltd. Publications resulting from this research will be jointly authored. Subject to negotiation, the successful candidate may work on his or her own research initiatives as well, particularly if they are closely related to the start-up research program.

Subject to negotiation, the successful candidate may also be involved in a minor amount of teaching. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should send a letter of interest, CV, the names of three referees and copies of three recent publications to: Dr. John W. Medoff, Director, The Management of Innovation and New Technology, Michael G. DeGroote School of Business, McMaster University, Hamilton, ON Canada L8S 4M4.

BUSINESS ADMINISTRATION

UNIVERSITY OF MANITOBA — L.H. Asper School of Business, Faculty of Management, Human Resources Management. The Department of Business Administration is soliciting applications for a tenure-track position in human resources management. Rank is at the Assistant/Associate Professor level and candidates must have completed or be near completion of a PhD or M.A. Duties include research and teaching undergraduate and graduate courses. Applicants should demonstrate teaching effectiveness and research capability. Salary is competitive and will depend on qualifications, experience, and research record. The closing date is October 31, 2000. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. Sue Bruning, Chair, Business Administration Search Committee, 1H Asper School of Business, Faculty of Management, University of Manitoba, 224-1B1 Freedman Crescent, Winnipeg, Manitoba, R3T 5V4.

CHEMISTRY

UNIVERSITY COLLEGE OF THE CARIBOO — Physical Sciences Analytical Chemistry. Duties: A one semester substatutory replacement position is available in Analytical Chemistry. The successful candidate will instruct courses at the first, third and fourth year level. Duties will include instruction of two first year General Chemistry lecture sections, a first year General Chemistry laboratory section, a third year Analytical Chemistry course dealing with Analytical Method Development and Applications and a fourth year Advanced Analytical Chemistry laboratory course. The University College of the Cariboo offers B.Sc. degrees with The Canadian Society for Chemistry accredited Major in Chemistry and in Environmental Chemistry. Information about UCC may be found at the UCC website: <http://www.cariboo.bc.ca>. Qualifications: PhD in Analytical Chemistry granted or in progress, successful teaching experience at the university level would be an asset. Term of Appointment: 11 November 2000 to 27 April 2001. Closing Date for Applications: 9 September 2000 or until a successful candidate is selected. In accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of

the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition number of three (3) referees, along with a copy of graduate transcripts, to: Irene Ravel, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 6P2. We wish to thank all applicants, however, only those under consideration will be contacted.

MCGILL UNIVERSITY — Two New Faculty Positions: (1) Environmental (Atmospheric or Oceanic) Chemistry; (2) Organic Chemistry. The first position is a joint, tenure-track Assistant Professor in Environmental (Atmospheric or Oceanic) Chemistry, shared between the Department of Chemistry and the Department of Atmospheric and Oceanic Sciences. Aspects of analytical chemistry are of interest. The Department of Chemistry also has a tenure track Assistant or Associate Professor position in Organic Chemistry. Full Professor applications may be considered. The Department particularly seeks applications from candidates specializing in bi-organic, drug design, natural product, green chemistry or organic synthesis, but candidates with strong research records in other areas of organic chemistry are encouraged to apply. Applicants for either position should have a PhD degree with postdoctoral or industrial experience in a research field of interest to the hiring department(s). The successful candidate will be expected to teach at the undergraduate and graduate levels, supervise graduate research, and to establish a vigorous research program. Review of applications will begin immediately and will continue until the positions are filled, with the latest starting date being September 1, 2001. For information about McGill University and the two departments involved, see <http://www.mcgill.ca>. Candidates should forward a curriculum vitae, two referees' proposals, a statement of teaching experience and interests, and arrange to have at least three letters of recommendation sent, to: Prof. O.N. Hapich, Chair, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec H3A 2K4 Canada. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

UNIVERSITY OF ALBERTA — Research Associate, Department of Chemistry. Department of Chemistry, University of Alberta. Research Associate three year term position developing tandem mass spectrometry for polymer characterization is available immediately with a starting salary of \$18,000. The successful candidate will be expected to develop and teach at least two years research experience and a strong publication record in peer-reviewed journals in the area of MALDI, ESI-MS and MS/MS method development for industrial polymers is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested candidates should send a CV by September 30, 2000 to: Prof. Liang Li, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The records arising from

this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment and encourage diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in the field of NMR Structure Determination. Applicants should possess a PhD in biological, biophysical, or bio-organic chemistry, or related area, a strong academic background and an excellent research record. The appointment will be held at the campus of the University of Toronto at Mississauga. Current interests in biologically-oriented chemistry at the University of Toronto at Mississauga include: bioorganic, magnetic resonance, bio-inorganic chemistry, cellular signalling, natural products synthesis, metabolism, molecular biology, and toxicology. The successful candidate will be expected to conduct an active and innovative research program containing basic and applied studies with active collaboration with industrial partners. The position is primarily intended to serve the M-Biochem program, and the candidate will have teaching responsibilities at the undergraduate and graduate levels that are largely dedicated to this purpose. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority groups, members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of staff. Applications will be accepted until September 30, 2000. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and an outline to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6.



Simon Fraser University Faculty Position — Physics

The Physics Department at Simon Fraser University invites applications for a tenure track Assistant Professorship, to take effect in September 2001, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a commitment to undergraduate and graduate teaching. The Physics Department has a very broad research program in condensed matter physics as well as research programs in archaeometry, dynamical systems, high energy theory and experiment, and classical and quantum gravity. Our first priority in the current search is an experimentalist with expertise in magnetic nanostructures but excellent candidates in any area that complements the aforementioned research programs will be given serious consideration. The Physics Department's home page can be accessed via <http://www.sfu.ca/physics>.

In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications should include a curriculum vitae, publication list and a short statement of research and teaching interests. Candidates should arrange for three letters of recommendation to be supplied in confidence. All correspondence should be directed to: Professor Michael Pleschke, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby BC, Canada V5A 1S6 by December 1, 2000.

University of Alberta Edmonton

Construction Engineering and Management

The Department of Civil and Environmental Engineering at the University of Alberta invites applications for a tenure-stream faculty position in the area of Construction Engineering and Management to commence July 1, 2001. Our preference is to appoint at the Assistant or Associate Professor rank. Candidates must have a strong research interest in Construction Engineering and Management, hold a doctoral degree in Civil Engineering or equivalent, and have a demonstrated commitment to teaching and research in the university. Applicants from all areas related to Construction Engineering and Management will be considered and industry experience will be deemed an asset. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Construction Engineering and Management, and assist in the teaching of other engineering courses at the undergraduate level.

The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,000 graduate students. The Construction Engineering and Management program has more than 20 graduate students and four full-time faculty members. The program houses the NSERC/Alberta Construction Industry Research Chair in collaboration with over 50 construction companies. Two research associates and administrative support staff complement the four full-time faculty.

The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people, and offers

a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applicants should send a curriculum vitae including employment history, citizenship status, a statement concerning research and teaching interests, names and contact information for at least three referees, and samples of refereed publications by December 15, 2000 to:

Dr. T.M. Hruday, Chair
Department of Civil & Environmental Engineering, University of Alberta
Edmonton, Alberta, T6G 2G7
Telephone: (780) 492-7620
Fax: (780) 492-0249
Website: www.civil.ualberta.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

...it makes sense.



Dalhousie University Department of Pediatrics/Faculty of Medicine Joan and Jack Craig Chair in Autism

Applications are invited for the position of the Joan and Jack Craig Chair in Autism in the Department of Pediatrics of the Faculty of Medicine at Dalhousie University. The Chairholder will be appointed to the full time faculty of the Department of Pediatrics and to a clinical position at the I.W.K. Grace Health Centre. The appointee will be a scientist/practitioner who will focus on research related to treatment of Autism. The Chairholder will also participate directly in the care of children with autism along with other members of the professional community at the I.W.K. Grace Health Centre. The successful candidate will have demonstrated expertise in the care of children with autism and be an outstanding researcher. Applicants are invited from any relevant discipline.

The I.W.K. Grace Health Centre is a tertiary referral centre for the three Maritime provinces and is affiliated with Dalhousie University.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

Please submit a curriculum vitae and provide the names of 3 references to Sarah E. Shea, M.D., Chair, Search Committee- Chair in Autism, I.W.K. Grace Health Centre, P.O. Box 3070, Halifax, Nova Scotia, B3J 3G9. Applications will be considered until a suitable candidate is found.

TENURE TRACK POSITION ECONOMICS PROGRAM

The Economics Department seeks applicants for a tenure-track position starting in July 2001. The successful candidate should be willing to demonstrate a commitment to teaching and research in the area of Health Economics although there may be opportunities for teaching in the candidate's other areas of expertise as well.

Applications are invited from individuals committed to research and to teaching at the graduate and undergraduate levels. A PhD is the expected qualification.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah POH, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Paul Bowles, Program Chair of Economics, at (250) 960-6648. Fax: (250) 960-5544. Email: paul@unbc.ca.

Applications received before October 31, 2000 will receive full consideration, but applications will be accepted until the position is filled.

For more information, visit our Web site: www.unbc.ca

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, visible minorities, persons with disabilities and Aboriginal persons.

UNBC
UNIVERSITY
OF NORTHERN
BRITISH COLUMBIA

Concordia University's Faculty of Arts and Science A Brilliant Choice

Since 1997, our Faculty of Arts and Science has hired more than 75 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 50 professors over the next three years, including up to 25 for 2001-02. We invite you to join our dynamic Faculty.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for one tenure-track position in the field of human systems development. The ideal candidate should be a specialist in large systems change (public/private organizations and/or communities) and process consultation, and must be able to teach at the graduate and undergraduate levels. Applicants must have a PhD in a relevant social science profession, professional training in human systems development, human relations and group process facilitation, solid experience as an external or internal consultant to large systems, and skill in small group-based training. This position also requires expertise in conducting applied, intervention-related research. Bilingualism is desirable.
Dr. Randy Swedberg
Chair, Department of Applied Human Sciences
rswe@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for up to two tenure-track positions, one in the field of cell and molecular biology and the other in ecology and organismal biology. Candidates will be expected to teach at the undergraduate level, supervise graduate students and develop a strong, externally-funded research program. Applicants must have a PhD and postdoctoral experience. Preference will be given to candidates whose research complements departmental strengths.
Dr. Claire Cuyler
Chair, Department of Biology
ccuyl@vax2.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for up to five tenure-track positions. We are seeking candidates in Organic, Analytical, Biophysical and Experimental Physical Chemistry, whose research interests will complement those of the present faculty. Applicants must have a PhD and postdoctoral experience. Candidates will be expected to establish an active research program and teach at the undergraduate and graduate levels. A detailed research proposal with start-up requirements should be sent along with the application.
Dr. M.E. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to two tenure-track positions, one in the field of Media Policy Studies and the other in the field of Participatory Action Research in Communication. Applicants should have a PhD in Communication Studies or in a cognate field, as well as related teaching experience and research expertise. A working knowledge of French is required for participation in our inter-university doctoral program. Candidates will be expected to teach and supervise students at the undergraduate and graduate levels.
Dr. Lorna Roth
Acting Chair, Department of Communication Studies
roth@microtec.net

ECONOMICS

Our Department of Economics invites applications for up to two tenure-track positions in one or more of the following areas: Econometrics; Labour; Development; Macroeconomics; International; and Financial Economics. Applicants must have a completed, or near-completed, PhD. Candidates will be expected to teach at the graduate and undergraduate levels and must be committed to research.
Dr. Ian Irvine
Chair, Department of Economics
irvine@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for one tenure-track position for its undergraduate Program in Information Studies. Applicants must possess a PhD in Information Studies, Instructional Technology or equivalent and should have expertise in information management and its associated technologies, including database systems for information management, object oriented programming and networks, information acquisition, information policy and current issues surrounding the role of information and education in a global, knowledge-based society. The position requires a dynamic educator who is committed to ensuring the success of this new program. A working knowledge of French is an asset.
Dr. Richard Schmid
Chair, Department of Education
schmid@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for one tenure-track position in American Literature. The successful candidate will be expected to teach at the graduate and undergraduate levels, and to supervise graduate theses. We also expect an active and productive commitment to scholarship. Applicants must have a completed or soon-to-be-completed PhD. Teaching experience is an asset. Applications should include a writing sample, transcript, and teaching evaluations, if available.
Prof. Terence Byrnes
Chair, Department of English
byrnes@alcor.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two tenure-track positions, one in the field of Athletic Therapy and the other in the area of Physical Fitness Assessment and Exercise Intervention. Applicants for both positions should have a PhD in Exercise Science or a related field and be able to develop a research theme and acquire funding. Applicants who are interested in the athletic therapy position must possess national certification and teaching experience in one or more of the following areas: anatomy, modalities, assessment and rehabilitation of the upper and lower quadrant, and strength and conditioning. Applicants interested in the fitness assessment and exercise intervention position should have demonstrated teaching experience in the following areas: principles of physical fitness, fitness assessment techniques and interventions, nutrition in sport and physical activity.
Dr. William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.concordia.ca

HISTORY

Our Department of History invites applications for one tenure-track position in the field of African History (South of the Sahara), with preference, but not necessarily, a second background in Asian History. Applicants must have a PhD, some teaching experience and publications appropriate to an entry-level position. Working knowledge of French and an active interest in human rights or genocide studies will be regarded as an asset.
Dr. Stephen Schenberger
Chair, Department of History
dstre@alcor.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for one tenure-track position in its multi-disciplinary Great Books core curriculum. The candidate will teach in our "Modes of Expression and Interpretation" seminars, which run across Antiquity to the present. These courses include materials in literature, philosophy, and religion, with an emphasis on the literary tradition. The ideal candidate, rooted in a discipline, must be competent to handle these seminars. Applicants

must have a PhD, as well as experience in, and commitment to, this vision of education; and a record of publication.
Prof. Harvey Shihman
Principal, Liberal Arts College
shihhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to two tenure-track positions in the field of Probability and Statistics. The first position is in Applied Probability, with strong preference to expertise in Reliability Theory, Queueing Theory, or Statistical Simulation. The second position is in Statistics, with strong preference to expertise in Multivariate Analysis, Time Series Analysis or Survival Analysis. Applicants should have a proven record of research, and familiarity with computational techniques, as well as a demonstrated interest in teaching both at the undergraduate and graduate levels.
Dr. Joel Hill
Chair, Department of Mathematics and Statistics
jhill@vax2.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position for a candidate specializing in social-political philosophy, with a competence in 19th or 20th century continental philosophy. Applicants must have a PhD; prior experience in teaching and research is an asset.
Dr. Murray Clarke
Chair, Department of Philosophy
mclarke@vax2.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to four tenure-track positions, two in the field of Comparative Politics (Western Europe and Eastern Europe), one in the field of Public Policy and Public Administration, and one in the field of International Political Economy. Applicants should have a PhD and an active research program, and should be willing to teach at both the undergraduate and graduate levels.
Dr. Renta Chowdhury Tremblay
Chair, Department of Political Science
rtremblay@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to three tenure-track positions in the area of clinical psychology. Applications are welcome from candidates in all areas of clinical psychology across the lifespan. Special consideration will be given to candidates with research interests in psychopathology, developmental psychopathology, health, prevention, program evaluation, personality, or the family, or whose research will add to either of our two associated research centres, the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applicants must have a PhD degree, preferably from an APA- or CPA-accredited clinical program. Post-doctoral training and teaching experience are desirable. Applicants must have the ability to build and maintain a high-quality research program.
Dr. Jane Chalkson
Chair, Department of Psychology
chalkson@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for one tenure-track position in the History of Christianity. Applicants should have particular expertise in the social and/or cultural history of Christianity, although the precise historical period of specialization (and relevant linguistic and methodological competence) is open. The candidate must be able to teach and guide

graduate students in the area of women and Christianity, and be familiar with the comparative study of religions. Applicants should hold a PhD, have experience and skill in teaching, and be strongly committed to research.
Dr. Leslie Orr
Chair, Department of Religion
lerr@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to three tenure-track positions. We are particularly interested in candidates with research and teaching strengths in one or more of the following areas: contemporary theory; social inclusion/exclusion; subjectivity and socialization; culture and representation; and social movements. We are also interested in developing our strength in visual sociology, anthropology and multimedia. Applicants should have a PhD and an active research program, and must be prepared to teach at both the undergraduate and graduate levels. A working knowledge of French is an asset.
Dr. Anthony Synnott
Chair, Department of Sociology and Anthropology
synnott@vax2.concordia.ca

TEACHING ENGLISH AS A SECOND LANGUAGE

Our Centre for Teaching English as a Second Language invites applications for up to two tenure-track positions in the field of applied linguistics. The Centre is seeking colleagues who can teach successfully in both undergraduate and graduate programs and contribute to the academic administration of the Centre's programs. Applicants must have experience in teaching and research related to two or more of the following areas: bilingualism and sociolinguistics; English grammar (including pedagogical grammar); second language acquisition; language testing and assessment; new technologies in language teaching and learning; and research methods for applied linguistics. Applicants must also have a PhD, an excellent command of English, a high level of proficiency in French, and a record of publications, conference presentations, and/or research grants.
Dr. Patsy Lightbown
Chair, Centre for Teaching English as a Second Language
lightbn@vax2.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in the area of Ethics. This position will involve teaching at the undergraduate and graduate levels, thesis direction as well as leading graduate seminars in theological method (preferably with a background in Loneragan Studies). Applicants must have a PhD.
Dr. Pamela Bright
Chair, Department of Theological Studies
brightp@alcor.concordia.ca

URBAN STUDIES

Our Department of Geography invites applications for one tenure-track position in Urban Studies. Applicants must have a PhD in a field related to planning and be capable of developing a funded research program. The candidate will teach one laboratory course in urban analysis and design, and other courses in keeping with his/her interests. Professional and teaching experience along with a working knowledge of French will be considered assets.
Dr. Patricia Thornton
Chair, Department of Geography
thorpat@vax2.concordia.ca

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2001. Please forward all applications to the Department contact listed by November 15th, 2000. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all applicants are welcome to apply. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about this faculty to: Dr. Martin Singer, Dean of the Faculty of Arts and Science.
Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Internet: <http://artsandscience.concordia.ca>



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CAREERS CARRIÈRES

ment of experience and achievements, approach to teaching, and research goals. Please also include a current curriculum vitae, your website address if you have one, and the names and contact information (including e-mail addresses) of three possible referees. The first stage of the selection review will be based on applicants' letters of application and CVs. Referees will be contacted for shortlisted candidates only. Complete applications are due by 30th October 2000. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to final budgetary approval. For positions funded from the general purpose operating fund, all applicants are invited to visit the website for SCARP at www.scarp.ubc.ca and the Centre for Human Settlements at www.chs.ubc.ca. Send applications to: Anthony H.J. (Tony) Dorsey, Director, UBC School of Community and Regional Planning, 6333 Memorial Road, Vancouver, BC, Canada V6T 1Z2.

UNIVERSITY OF BRITISH COLUMBIA — Urban Design. Position in UBC's School of Community and Regional Planning. The University of British Columbia's School of Community and Regional Planning (SCARP) invites applications for a tenure-track Assistant Professorship in Urban Design. Preference will be given to applicants with established expertise in relevant computer applications and information technologies in order to address underrepresentation of members of designated equity groups among senior faculty. We may consider making an appointment at a higher rank for a woman, visible disabled, or aboriginal applicant with exceptional qualifications. The successful applicant will be expected to teach a graduate level studio course and other related courses, to supervise graduate student thesis research, and to otherwise participate in the development of the School's teaching and research program. Preference will be given to applicants with a doctoral degree in Planning/Urban Design or an appropriate related field, but those with appropriate professional experience will also be considered for the position. SCARP is a fully accredited (Canada and US) graduate planning

program and the largest teaching unit in UBC's Faculty of Graduate Studies. The School's explicit pedagogical mission is to advance the transition to sustainability through excellence in integrated policy and planning research, professional education, and community service. Sustainability is understood broadly to encompass social, economic and environmental dimensions, and in respect to this, the School's teaching and research orientation places emphasis on the advancement of participatory, community-oriented planning methods. Administratively contained within SCARP is UBC's Centre for Human Settlements (CHS). The Centre functions both as the research arm of the School and as a facility for undertaking institutional capacity building projects in the diverse field of human settlements, both domestically and internationally. Because of the interdisciplinary nature of their programs and projects, SCARP and CHS maintain numerous affiliations with other teaching and research units at UBC, to partner institutions in a number of countries, and to practicing professionals in the region. The location of UBC in Vancouver, a city with a growing reputation for progressive

urban design, allows for a variety of opportunities for engagement with local practitioners in research and practice. Applicants for this position should send a letter of application stating career objectives, overview of experience and achievements, approach to teaching, and research goals. Please also include a current curriculum vitae, a summary design portfolio of twelve pages or less, and the names and contact information (including e-mail addresses) of three possible referees. Please include your website address if you have one. The first stage of the selection review will be based on applicants' letters of application, CVs and listed candidates only. Complete applications are due by October 30th. The starting date for this position is anticipated to be as early as January 1, 2001. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to final budgetary approval. For positions funded

from the general purpose operating fund all applicants are invited to visit the website for SCARP at www.scarp.ubc.ca and the Centre for Human Settlements at www.chs.ubc.ca. Send applications to: Anthony H.J. (Tony) Dorsey, Director, UBC School of Community and Regional Planning, 6333 Memorial Road, Vancouver, BC, Canada V6T 1Z2.

COMPUTER SCIENCE

THE UNIVERSITY OF WINDSOR invites applications for tenure-track positions in Computer Science commencing July 1, 2001. For details visit our website at www.uwindsor.ca/faculty-positions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2390, Fax: 519.973.7093; Email: garabon@uwindor.ca.

CONCORDIA UNIVERSITY Faculty of Engineering and Computer Science is seeking a dynamic leader for its Department of Computer Science. The University is taking on ambitious programs of expansion in all areas of information science and engineering. The Department

of Computer Science is one of Concordia's highest academic priorities. With 35 full-time faculty positions, it caters to 700 undergraduate students and 250 graduate students. The Department offers undergraduate degrees in Computer Science (with options in Information Systems, Software Systems, Computer Systems and Computer Applications), and Software Engineering, including a co-operative study option. In addition to the Master's and PhD programs in Computer Science, the Department offers a well-regarded and highly demanded Diploma program. Renowned for its excellent research track record, the Department has established areas of strength in databases, bio-informatics, human-computer interfaces, machine intelligence, real-time systems and networks. It houses the internationally known Centre for Pattern Recognition and Machine Intelligence. As well, its faculty members participate in two interdisciplinary research centres for mathematical computing and VLSI architecture and are active in Networks Centres of Excellence, specifically CRT and RRS. Concordia University is situated in downtown cosmopolitan Montreal, the multicultural centre of Canada. It is currently enjoying

On the edge and leading the way.

The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.



UNIVERSITY OF CALGARY

OPERATIONS RESEARCH – PROJECT MANAGEMENT

The Department of Civil Engineering invites applications for a tenure-track appointment at the Assistant/Associate Professor rank, depending on qualifications, in the area of Operations Research in Project Management. Candidates should have a doctoral degree and a strong background in Operations Research.

The successful candidate will complement the current faculty in the Department in teaching and research, participate in joint projects, and develop a strong independent research program. The appointee will be expected to teach at both the graduate and undergraduate levels. Good communication skills and the ability to manage student projects will be definite assets. The appointee will be expected to contribute to University governance in the usual collegial way.

The ideal candidate will have broad knowledge of the fundamental aspects of the theory and application of Operations Research in a Project Management setting. The candidate will have a demonstrated productivity in research. Industrial experience will be an asset. Eligibility for registration as a Professional Engineer in Alberta is highly desirable, but not essential. Further information about the Department may be found at <http://www.eng.ucalgary.ca/Civil/>.

The Department strongly encourages applications from women.

Applications including a curriculum vitae, a statement of research interests, a statement of teaching interests, three recent publications, together with the names, addresses, phone numbers and e-mail addresses of three referees, must be sent by **October 15, 2000** to:

Dr. T.G. Brown, Head, Department of Civil Engineering Fax: (403) 282-7026 E-mail: twisoal@ucalgary.ca

ART EDUCATION

The Department of Art in the Faculty of Fine Arts invites applications for two positions. Position one is Tenure Track, beginning January 1, 2001; position two is a 4 1/2 year Limited Term appointment beginning January 1, 2001. Both positions are at the Assistant Professor level in Developmental Art (Art Education). The following academic loci are required: a primary concentration in art education theory and methodology, and the developmental, curricular and critical foundations of art. Secondary strengths in Multimedia, Contemporary Art Theory and Contemporary Art History are desirable. A PhD degree or a PhD near completion is required, along with university or college teaching experience.

Candidates should submit the following package by **October 15, 2000**. An application letter with a statement of interest including professional strengths and teaching objectives, teaching record, examples of current work, a detailed curriculum vitae and three confidential letters of reference.

Please direct your replies to **Professor Gerald Hushlak**, Head, Department of Art, E-mail: hushlak@ucalgary.ca. Ph: (403) 220-5251 Fax: (403) 289-7333

WORKPLACE LEARNING

The Faculty of Continuing Education houses one of Canada's largest continuing education programs. Our mission is to create and disseminate world class knowledge and practice in Workplace Learning. The Faculty serves over 36,000 learners per year in graduate, undergraduate, diploma, certificate and non-credit programs. We offer the Master of Continuing Education program through an innovative combination of on site and distance technologies.

We are seeking a flourishing teacher/scholar for a limited term appointment to 31 July 2003. As a member of an interdisciplinary team, you will contribute to the teaching and research of concepts shaping workplace learning in the future.

Qualifications: An earned doctorate with an emphasis on workplace learning, adult education, organizational behavior, human resource management, or a related field. Experience in teaching with technology, a strong research interest, demonstrated success in obtaining research support, and employment/consulting in workplace learning are significant assets.

The preferred starting date is 1 January 2001. Competition will be open until a suitable candidate is found; however, consideration of applicants begins on 16 October 2000. Please send a letter of application and a resume, together with the name, address, telephone, fax and e-mail numbers of three referees to **Timothy Pyrch**, Chair, Academic Selection Committee, Faculty of Continuing Education. For information about the University of Calgary and the Faculty of Continuing Education, please consult our web site: www.ucalgary.ca/cted or telephone (403) 220-4707.

The mailing address for all department heads is 2500 University Dr. N.W., Calgary, AB T2N 1N4

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary respects, appreciates and encourages diversity.

GEOGRAPHIC INFORMATION SCIENCE

The Department of Geography invites applications for three tenure-track positions in Geographic Information Science and its applications. These positions are part of a planned sequence of appointments relating to our new Masters in Geographic Information Systems (MGIS) program. All three positions are at the Assistant Professor rank and provide opportunities for successful appointees to contribute to an exciting new degree program. The first position begins January 1, 2001, while the second and third will start July 1, 2001. Applicants should hold a PhD degree at the time of appointment.

The Department is seeking expertise in any of the following areas: (1) GIS Geostatistics, (2) GIS and Remote Sensing Integration, (3) GIS Applications (including Health, Environmental Modelling, Urban, Spatial Cognition, Organizational Issues and Business Applications), (4) GIS, Community and Policy Applications, and (5) GIS, Data, Standards, Access and Interoperability Issues.

The successful candidates' principal duties include teaching in the MGIS Program. Candidates also will be expected to participate in undergraduate teaching, graduate teaching and supervision (in both MGIS and Departmental thesis-based programs), research and university service. The Department, with a current faculty complement of 21 members, offers BA and BSc degrees and a graduate program leading to the MGIS, MA, MSc and PhD degrees.

The Department plays a leadership role in, and has strong linkages with, multidisciplinary programs including Environmental Science, Earth Science and the Transportation Theme School. State-of-the-art research, teaching, computing and analytical facilities are available in the Department including three, 25-station, newly equipped computer labs.

Applications are encouraged from Canadians, permanent residents of Canada and foreign academics.

The closing date for applications for the first position is **October 31, 2000** and for the second and third positions is **January 29, 2001**. Applicants should send a letter of application, a curriculum vitae, and arrange to have three letters of reference directly sent to **Dr. Dianne Draper**, Head, Department of Geography, Fax: (403) 282-6561.

Further information about the Department may be found at: <http://www.ucalgary.ca/UofC/facilities/SS/GEOG/>

POSTE EN FRANÇAIS

Le Département d'études françaises, italiennes et espagnoles (Université de Calgary) combine l'apprentissage des langues avec une riche variété d'intérêts intellectuels, y compris l'étude de la littérature et de la culture. Le Département s'est donc engagé à renforcer ses activités de recherche et d'enseignement dans le domaine de l'acquisition d'une deuxième langue, et cela, en examinant l'impact des nouvelles technologies sur l'apprentissage. Dans ce but, le Département annonce l'ouverture d'un poste de professeur adjoint menant à la permanence (entrée en fonction le 1 juillet 2001). Nous recherchons la candidature de personnes poursuivant un programme de recherches dynamique et ayant pour spécialisation l'étude de l'acquisition d'une deuxième langue avec un intérêt marqué, à la fois dans leurs recherches et dans leur enseignement, pour les méthodologies qui comprennent l'utilisation des nouvelles technologies. La compétence linguistique en espagnol serait un atout important.

La personne nommée à ce poste d'entraînera un doctorat (PhD ou l'équivalent) en linguistique, en études françaises ou dans un domaine connexe, comptera à son actif un excellent dossier de publications, aura déjà enseigné le français à des non-francophones, et pratiquera couramment le français comme langue de communication quotidienne. Nous favorisons la candidature de personnes qui apportent de l'énergie et de l'innovation à leurs recherches et à leur enseignement (premier, deuxième, troisième cycles), qui sont aptes à créer de nouveaux ponts intellectuels entre les divers secteurs du Département et de l'Université et qui ont intégré une vision interdisciplinaire à leur propre travail universitaire. Le Département participe actuellement à plusieurs initiatives, soit avec le Département de linguistique dans la Faculté des Sciences Sociales, avec le Département d'études germaniques, slaves et de l'Asie orientale dans la Faculté des Études Humaines ainsi qu'avec la Faculté de l'Éducation. Nous nous attendons à ce que la personne nommée à ce poste participe à la fois au renforcement et au développement de telles initiatives.

Les candidat(e)s doivent faire parvenir au directeur du Département une lettre d'introduction ainsi qu'un curriculum vitae complet accompagné d'informations détaillées sur leurs études supérieures. Les répondants des candidat(e)s seront parvenus trois lettres de recommandation confidentielles directement au Département d'études françaises, italiennes et espagnoles. Toute documentation relative à cette demande doit parvenir au plus tard le **1 novembre 2000** à l'adresse suivante:

M. Anthony Wall, directeur, Département de French, Italian and Spanish

www.ucalgary.ca

CAREERS CARRIÈRES

ing high-growth due to the software industry's main areas of development, particularly in telecommunications, aerospace, and computer development and multimedia and is gaining a reputation as one of the Information Technology headquarters of Canada. The successful candidate should possess a PhD in Computer Science or in a related field, an excellent and established academic record, demonstrated administrative experience, and significant international and communications skills. Applications and nominations should be forwarded to Dean, Faculty of Engineering and Computer Science, Concordia University, 1455 de Maisonneuve West, Suite 10-101, Montreal, Quebec, Canada, H3G 1M6. For more information on our faculty, visit our web site: <http://www.concordia.ca>. Application Deadline: Candidates for this position will be considered until the Faculty's Search Committee has made a final decision. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons.

ACADIA UNIVERSITY — Computer Science. Applications are invited for two entry-level Assistant Professor tenure track positions in CISA and C20312 in Computer Science beginning July 1, 2001. Minimum qualifications are a PhD in computer science or allied discipline, complete or nearing completion of research, and strong research potential. We are seeking individuals with research interests in any branch of computer science. Preference will be given to candidates with teaching ability in one or more of the following areas: electronic commerce, computers, software engineering and databases. The School's 11 faculty members instruct students in the bachelors and masters programs. Areas of ongoing research projects are: agents, artificial intelligence, computer based teaching, formal specifications, networks, new generation architecture and languages, object-oriented systems, parallel algorithms, and visual languages. The UNIX and Windows networks provide access to computing support for teaching and research. Applications will be accepted until the positions are filled. Letters of application, a curriculum vitae, and the names of three references should be sent to Dr. Andre Tuel, Chair of the Selection Committee, Jadrey School of Computer Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0, Tel: (902) 585-1331, Fax: (902) 585-1957, [http://acadiau.ca](mailto:acadiau.ca) or e-mail: andrea.tuel@acadiau.ca. Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and explore its application when they find it enhances the learning environment. The University is committed to supporting these endeavours. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in Computer Science. The Department presides

self on being a leader in Computer Science education, Computer Science also houses a diverse program of research in electronics, statistics, physics and business. It has recently begun offering an undergraduate option in Software Engineering. The Department offers highly successful co-operative education programs for students at both the graduate and undergraduate levels. Detailed information about the Department may be found on the web at <http://www.csc.uwaterloo.ca>. Located on the southern tip of Vancouver Island, the city of Victoria is renowned for its beauty, its easy access to Vancouver and Seattle, and its scenic views. Recreational activities include hiking, sailing and skiing. Information about Victoria may be found on the web at <http://victoria.com>. Applicants should send a curriculum vitae and the names of at least three referees to: Dr. N. N. Hopcroft, Chair, Department of Computer Science, University of Victoria, P.O. Box 3055, Victoria, BC, Canada V8W 3P6; Telephone: (250) 721-7277; Fax: (250) 721-7252; E-mail applications to: chhopcroft@uwaterloo.ca. Email attachments in any common word processing format are acceptable. Applications will be considered as they are received and the search will be continued until the positions are filled in accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities.

undergraduate degrees in Computer Science as well as combined undergraduate degrees of options with Mathematics, Statistics, Physics and Business. It has recently begun offering an undergraduate option in Software Engineering. The Department offers highly successful co-operative education programs for students at both the graduate and undergraduate levels. Detailed information about the Department may be found on the web at <http://www.csc.uwaterloo.ca>. Located on the southern tip of Vancouver Island, the city of Victoria is renowned for its beauty, its easy access to Vancouver and Seattle, and its scenic views. Recreational activities include hiking, sailing and skiing. Information about Victoria may be found on the web at <http://victoria.com>. Applicants should send a curriculum vitae and the names of at least three referees to: Dr. N. N. Hopcroft, Chair, Department of Computer Science, University of Victoria, P.O. Box 3055, Victoria, BC, Canada V8W 3P6; Telephone: (250) 721-7277; Fax: (250) 721-7252; E-mail applications to: chhopcroft@uwaterloo.ca. Email attachments in any common word processing format are acceptable. Applications will be considered as they are received and the search will be continued until the positions are filled in accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities.

ties, visible minorities, and aboriginal peoples. The University has excellent policies which support faculty with family obligations, including paid maternity/paternity leave and a generous pension plan.

CARLETON UNIVERSITY — School of Computer Science. Subject to budgetary approval applications are invited for tenure-track faculty and instructor positions in the School of Computer Science at Carleton University. We are particularly interested in candidates in the areas of Databases, Software Engineering, Operating Systems, and Parallel and Distributed Systems but outstanding candidates in all areas will be considered. Rank and salary are commensurate with experience and qualifications. Applicants are accepted at any time and the recruitment process will continue until all positions are filled. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching and supervise graduate students. The School has 22 full-time faculty with particular research strength in algorithms and complexity, intelligent systems, object oriented programming, and network computing. The School offers both undergraduate honours programs and graduate programs at the Masters and PhD levels. The programs have limited enrolment in this program are open throughout Western Canada for their up-to-date skills and their professional attitude. Demonstrated experience in several of the following areas is

required: networks, database systems, programming in C++, Visual Basic programming, object-oriented programming, web design and graphics. This position will attract an interest to candidates with demonstrated excellence in and commitment to undergraduate teaching. Considerable industry experience is also required. In addition to the diploma, UCC offers degree programs in Applied Computing Science and a Computing Major and Minor in a Bachelor of Science degree. Suitably qualified applicants may also teach upper level courses in the degree programs. Qualifications: Masters degree in Computer Science with a minimum of two years' industry experience. A PhD in Computing Science would be a definite asset. Demonstrated excellence in and commitment to teaching. Closing Date: For Applications. Open until suitable candidate available. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition 900-029 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts and teaching evaluations to Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3018, Kamloops, BC V2C 3S3. We wish to thank all applicants, however, only those under consideration will be contacted.

COMPUTING SCIENCE

UNIVERSITY COLLEGE OF THE CARIBOO — The Department is seeking a dynamic individual to join our program development team to teach in UCC's highly regarded two-year Computing Diploma Program (CSDH). The program is accredited by the Canadian Information Processing Society (CIPS) and the graduates of this program are sought after throughout Western Canada for their up-to-date skills and their professional attitude. Demonstrated experience in several of the following areas is

Ontario Institute for Studies in Education

for Studies in Education

OISE/UT

of the University of Toronto

Tenure Stream Positions

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). With its strong links to Canadian and international education communities, the new institution offers exciting teaching and research opportunities.

Applications are invited for six tenure-stream positions in four OISE/UT departments, as described below. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication, and will be expected to make a strong contribution to preservice teacher education and graduate education.

Child Study and Education

The successful candidate will show evidence of a sustainable research program on some aspect of children's learning or development and will be expected to make a major contribution to the Department's new M.A. program in Child Study and Education, which is a research-based teacher education program located at the Institute of Child Study. Preferred candidates will hold a teaching certificate and have several years of elementary teaching experience. Candidates with backgrounds in mathematics, science or technology, and an interest in improving elementary education in one of these areas, are particularly encouraged to apply. (Department of Human Development and Applied Psychology)

Community College Studies

The successful candidate will have conducted research on community colleges and will have the ability to work collaboratively with the colleges in applied research and developmental activities. While all areas of community college research will be considered, preferred emphases in scholarship are related to equity and to the experience or development of students. (Department of Theory and Policy Studies in Education)

Mathematics Education

The successful candidate will have expertise and experience in mathematics education at either the secondary or elementary school level, will be knowledgeable about the education of teachers, and will have a strong commitment to initial teacher education, the continuing professional development of teachers, and graduate education and research. A well-developed, distinctive research program, or the demonstrated ability to develop one, is essential. Applicants should also have: an excellent record of teaching in elementary or secondary schools or comparable other expertise; a broad understanding of curriculum, teaching and learning; (for those with expertise in elementary education) an ability to work in cross-disciplinary teams; and experience in and sensitivity to issues relating to equity and cultural and linguistic diversity. (Department of Curriculum, Teaching and Learning)

Multicultural Counselling

The successful candidate will have expertise in the area of multicultural counselling, assessment, and issues of relevance to visible and ethnic minorities, and is expected to develop a strong program of research. The preferred candidate should be eligible for registration with the College of Psychologists of Ontario. (Department of Adult Education, Community Development and Counselling Psychology)

Science Education

The successful candidate will have expertise and experience in science education at either the secondary or elementary school level, will be knowledgeable about the education of teachers, and will have a strong commitment to initial teacher education, the continuing professional development of teachers, and graduate education and research. A well-developed, distinctive research program, or the demonstrated ability to develop one, is essential. Applicants should also have: an excellent record of teaching in elementary or secondary schools or comparable other expertise; a broad understanding of curriculum, teaching and learning; (for those with expertise in elementary education) an ability to work in cross-disciplinary teams; and experience in and sensitivity to issues relating to equity and cultural and linguistic diversity. (Department of Curriculum, Teaching and Learning)

Special Education and Adaptive Instruction

The successful applicant will have a record of research and publication in Special Education and/or Adaptive Instruction. Preference will be given to candidates having broad experience with the education of students who have special needs, and with current practices in school systems. (Joint appointment of Department of Human Development and Applied Psychology, and Department of Curriculum, Teaching and Learning)

Responsibilities of positions will include: research; teaching; supervision of master's and doctoral theses; and in some cases, supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2001.

Applications, which must include full curriculum vitae, should be submitted by October 31, 2000 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

Assistant/Associate Professors

School of Business

Athabasca University, Canada's Open University, invites applications for four tenure-track appointments in the undergraduate School of Business, in the following areas:

- Business Communications
- E-Commerce
- Marketing
- Organizational Behaviour and Organizational Theory

Successful candidates will hold a PhD (or be near completion) in an appropriate discipline and have relevant professional/managerial teaching experience. Candidates must demonstrate strong writing skills, innovative approaches to teaching, research excellence, competence in the use of computing technology, and the ability to make a significant contribution to the future development of undergraduate business programs.

You will be part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering business courses and degree programs throughout North America and, increasingly, globally via the World Wide Web.

Further information about these positions may be obtained from Mavis Jacobs, Director, School of Business: (780) 675-6463; fax: (780) 675-6338; or e-mail, mavisj@athabascau.ca.

Athabasca University is located in Athabasca, Alberta, 145 km north of Edmonton, and operates regional centres in Calgary and Edmonton. It delivers university education to approximately 22,000 students per year. Academic staff can live and work in Athabasca, or live elsewhere and commute weekly to Athabasca.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references to: Co-ordinator, Employment Services, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by fax (780) 675-6135 or by e-mail to resuma@athabascau.ca.

These positions will remain open until suitable candidates have been found; however, the selection committee will start reviewing applications in late September 2000.

Athabasca University
Canada's Open University™

For more information about OISE/UT and these positions, please visit our web site at <http://www.oise.utoronto.ca>



Friendly, collegial campus community.

The University of Windsor has a number of exciting career opportunities available for academics who are willing to set aside preconceptions and look at their career options from a fresh, revealing perspective. And it's no fish story, as the expression goes, but rather a very compelling opportunity that promises significant career, economic, and social rewards.

A LEARNER- AND RESEARCH-CENTRED INSTITUTION

The University of Windsor has, in recent years, been engaged in a process of fundamental renewal. With a new focus and direction now in place, we are moving forward with innovative new programs that reflect our commitment to growth and leadership in both *teaching and research*, especially in areas of importance to our community such as automotive, environmental and social justice research. As well, our plans for new Centres for Flexible Learning and Dramatic Arts reflect our campus-wide commitment and ongoing investment to innovation and creativity in our teaching and active-learning programs.

CAREER ADVANCEMENT

With 12,650 students and a faculty of 470, we're a smaller university than those associated with larger metropolitan centres. As a result, we offer a more intimate environment in which you



Kayaking on the river, just steps from the University. The U.S. shoreline is in the background.

can enjoy greater academic influence and rapid advancement. You can actively participate in shaping the future growth and direction of your program, and of the University as a whole. You can *stand out* while *standing among* your peers.

We are flexible in arranging a work environment in which you can balance research and teaching. Moreover, our aggressive salary policy is structured to recognize your contributions in very tangible ways, and to allow you to more fully enjoy the rewarding lifestyle opportunities of our diverse international community.

INTERNATIONAL LIFESTYLE

Windsor is a welcoming international community that offers exceptional lifestyle opportunities. It is one of Canada's fastest-growing cities, and the buoyant enthusiasm and "sense

of moment" can be felt not only on campus but throughout the community.

Being on the U.S. border puts you within minutes of all the intellectual, educational, athletic and social resources of one of the world's largest metropolitan centres, and of six major American universities. Imagine enjoying all the advantages – social, cultural and entertainment – of a much



Dillon Hall's ivied main tower

**the degree
that works**

Moderate pond seeks large piscine specimens.

Exceptional international lifestyle.

larger city, without all the hassles! Alternatively, our many nearby towns offer the best of county living. If this combination of creature comforts, professional collegiality and international lifestyle appeals to you, we encourage you

to set aside preconceptions and consider the many advantages of being a big fish in our moderate but dynamic and rewarding pond. You'll find detailed specifications on the faculty openings listed below by visiting www.uwindsor.ca/facultypositions.

Free informational video. Please contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. e-mail: recruit@uwindsor.ca

OVER 70 POSITIONS IN 2001. FOR DETAILS AND APPLICATION PROCEDURES, VISIT www.uwindsor.ca/facultypositions

FACULTY OF ARTS AND SOCIAL SCIENCES

Positions available in:

- English
- French
- Philosophy
- Drama
- History
- Political Science
- Psychology
- Sociology
- Social Work

FACULTY OF LAW

3 positions available.

FACULTY OF HUMAN KINETICS

Position available in:

- Sport & Exercise Psychology

FACULTY OF EDUCATION

Positions available in:

- Language Arts Methodology
- Mathematics Methodology
- Music Methodology
- Science Methodology
- Social Science Methodology

The position of Dean, Faculty of Education, is also open.

FACULTY OF ENGINEERING

Positions available in:

- Mechanical
- Automotive
- Civil
- Industrial
- Manufacturing Systems
- Environmental
- Electrical
- Computer

FACULTY OF SCIENCE

Positions available in:

- Nursing
- Biological Science
- Chemistry
- Computer Science
- Economics
- Mathematics

FACULTY OF BUSINESS ADMINISTRATION

Positions available in:

- Accounting
- Finance
- Business Policy and Strategy
- Management Science and other areas

LEDDY LIBRARY

Position available in:

- Reference – Arts and Humanities

**SET ASIDE PRECONCEPTIONS.
DISCOVER SOMETHING REMARKABLE.**



UNIVERSITY OF
WINDSOR

CAREERS CARRIÈRES

COUNSELLING

UNIVERSITY OF MANITOBA Counseling Service. Applications are invited for a three-year term counselling position, with potential for renewal, at the Assistant Professor level, commencing January 2001. Salary \$41,534. Position description: The successful candidate will be expected to provide short-term individual and group counselling for university students experiencing personal, social, educational and career concerns. This individual will be significantly involved in the supervision of pre-doctoral psychology interns on the Fort Garry Campus. A doctorate degree in Counselling, Psychology or related clinical area, together with one year of internship or similar supervised experience, is required. Counselling experience in a post-secondary setting is required. Experience or training in two or more of the following areas is required: career counselling, psycho-educational programming, crisis intervention or group therapy. Eligibility for registration as a psychologist with the Psychological Association of Manitoba is required. Application Send letter of application, curriculum vitae, and names of three references to: Professor Maureen Robinson, Director, Counselling Service, 474 University Centre, University of Manitoba, Winnipeg, MB R3T 2N2. Application

Deadline: September 30, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF MANITOBA Counseling Service. Applications are invited for two full-time tenure track counselling positions at the Assistant Professor level, commencing January 2001. Salary \$42,524. Position Description: The successful candidates will be expected to provide short-term counselling for university students experiencing personal, social, educational and career concerns. They will also be responsible for group programming, psycho-educational outreach and training, crisis intervention, supervision of field placement/practicum students and pre-doctoral interns, and consultation to faculty, staff and student organizations. In addition, an appropriate combination of other activities, including research and scholarly activity and university and community service is required. One successful candidate will be based primarily at the Bannatyne Campus for health science students, and will be responsible for the office and service delivery in that setting. This position involves evening hours and some couple counselling. As this individual will

be significantly involved in the supervision of pre-doctoral interns, a doctorate in psychology and eligibility for registration as a psychologist with the Psychological Association of Manitoba is required. One successful candidate will be responsible for evening Peer Training on the Fort Garry Campus, supervision of field placement/practicum students and significant involvement in campus outreach activities. Qualifications: A Master's or doctorate degree in Counselling, Psychology, Social Work or related clinical area, together with one year of internship or similar supervised experience, is required. Counselling experience or training in two or more of the following areas is required: career counselling, peer training, psycho-educational programming, crisis intervention or group therapy. Evidence of previous scholarly activity would be an asset. At least one position will be filled at the doctoral level. Application: Send letter of application, curriculum vitae, and names of three references to: Professor Maureen Robinson, Director, Counselling Service, 474 University Centre, University of Manitoba, Winnipeg, MB R3T 2N2. Application Deadline: September 30, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Manitoba encourages applications from qualified women and men

including members of visible minorities, aboriginal peoples, and persons with disabilities.

CRIMINOLOGY

SIMON FRASER UNIVERSITY - The School of Criminology at Simon Fraser University invites applications for one tenure-track position at the Assistant Professor level, available September 1, 2001. The School has a well-established undergraduate programme with over 700 majors and minors in criminology. It also offers graduate programmes leading to the degrees of M.A. and Ph.D. Qualifications: A Ph.D. is required (exceptional ABD applicants fall but dissertation) who are scheduled to defend will be considered). Applicants should specialize in at least two of the following areas: research methods; criminological theory; and/or any substantive area within criminal justice. The successful applicant will be expected to undertake research and to conduct teaching at the undergraduate and graduate levels and should be versed in Dr. C. Owens, Chair of the Search Committee, Faculty of Criminology, University of Manitoba, 632-780 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3E 0W2. Applications will be considered as they are received and until the position is filled.

DRAMA

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Drama, commencing July 1, 2001. For details visit our website at www.uwindsor.ca/facultypositions. Contact: Prof. Diana Madry Kelly, Chair, Drama Art, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2805, Fax 519.371.3629, Email: madry@uwindor.ca

EARTH & ATMOSPHERIC SCIENCES

UNIVERSITY OF ALBERTA - Quaternary Geoscientist. The Department of Earth and Atmospheric Sciences is seeking a Quaternary Geoscientist who is well-versed in the theoretical and applied aspects of Quaternary earth science. The theoretical aspects should include an understanding of earth system processes, especially with respect to the interpretation of paleoclimates from terrestrial and marine proxy

records, and numerical climate modeling. Applied aspects could include expertise in stratigraphy, sedimentology, geochronology, geospatial, paleoenvironmental interpretations, or mapping techniques of terrestrial or marine Quaternary deposits. This appointment will complement and enhance the strengths in related disciplines that already exist in this and associated departments at the University of Alberta. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching and research. The successful candidate will be expected to teach courses at the undergraduate and graduate level. The successful candidate will also be expected to establish an innovative and rigorous externally funded research program that will include the supervision of M.Sc. and Ph.D. candidates and interaction with other faculty members who are engaged in related research programs. Field experience would be an asset. The department is exceptionally well equipped with a wide range of analytical equipment and modern computer laboratories. Detailed information on the faculty and facilities in the department can be found on the World Wide Web at <http://www.uwaterloo.ca/Earth>. The appointment for this position will be at the Assistant Professor level. Applicants must hold a Ph.D. degree at the time of appointment, have a proven research record, and demonstrate excellence, or the potential for excellence in teaching. The appointment will commence on July 1, 2001 provided that a suitable candidate can be found. Applications, including a resume and statements of research interest and teaching philosophy, should be addressed to Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada (fax: 780.492.8150). Deadline for receipt of applications is November 1, 2000. Applications by e-mail will be declined. Applicants must provide the names and addresses of three people who would be willing to provide confidential letters of reference in support of their application. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta has the principle of equal employment. We welcome diversity and encourage applications from

CHIEF INFORMATION OFFICER (UNIVERSITY LIBRARIAN)

Brandon University offers undergraduate degree programs to over 3,000 full and part-time students in Arts, Science, Music, Education, General Studies and Health Studies and graduate programs in Education, Music and Rural Development.

The Chief Information Officer (University Librarian) at Brandon University will lead the continued development and implementation of Brandon University's strategy for information technologies. Reporting to the Vice-President (Academic & Research), the Chief Information Officer (University Librarian) will serve as the administrative head of the Library and Archives (approximately 25 employees) and provide overall leadership for Computer Services (approximately 5-7 employees).

Applicants should have professional qualifications in both librarianship and computing.

The Chief Information Officer will be appointed for a five-year term, renewable upon review. Applications should include a letter of interest, a curriculum vitae, names of three referees and should be sent by October 13, 2000.

Contact:

T. Palnick Carrabre
Vice-President
(Academic & Research)
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

For more
information visit:
www.brandonu.ca



THE UNIVERSITY OF BRITISH COLUMBIA

DIRECTOR FIRST NATIONS HOUSE OF LEARNING

The University of British Columbia is seeking a Director for the First Nations House of Learning (FNHL). The FNHL is in a spectacular longhouse, and is known for its unique approach to making the University's vast resources more accessible to First Nations peoples and their communities. It is committed to excellence and is dedicated to quality post-secondary education relevant to the philosophy and values of First Nations. Beyond its significant focus on issues and values of First Nations in BC and Canada, the FNHL works collaboratively with Indigenous peoples around the world.

The FNHL serves to encourage the development of courses and programs, to facilitate cultural relevance, and to provide a variety of student services. Programs offered by the University's faculties include, but are not limited to, the Native Indian Teacher Education Program (NITEP), Ts'kel Graduate Studies (Faculty of Education), First Nations Legal Studies, the Institute for Aboriginal Health, First Nations Interdisciplinary Program in Arts, and other initiatives in the Faculties of Arts, Forestry, Applied Science, Agricultural Sciences, Science, Commerce and Business Administration and Graduate Studies, as well as general involvement with all areas of post-secondary education. The Director also has responsibility for the S-Ts'kywa Child Care Centre, the Computer Lab and the Xwi7xwa Library housed in the Longhouse.

We strongly seek people who have successful work experience with First Nations people as well as ability to work and communicate with First Nations students, organizations and communities. For an internal appointee a tenured faculty appointment may be arranged with an appropriate department. The appointment is for a five-year term which may be renewed. The successful candidate is expected to take office July 1, 2001.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Preference will be given to people of Aboriginal ancestry. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

The position profile is available on request from the address below. Applications and nominations will be received until November 30, 2000 or until the position is filled, and should be forwarded to Dr. Neil Guppy, Associate Vice President, Academic Programs and Chair of the Search Committee, 6328 Memorial Road, Vancouver, BC V6T 1Z2, or by e-mail to charlotte.pasmore@ubc.ca

The term First Nations is meant to be inclusive, and refers to all people of Aboriginal ancestry.



QUEEN'S UNIVERSITY AT KINGSTON Positions in Marketing Queen's School of Business

Queen's School of Business (Queen's University, Kingston, Ontario, Canada) invites applications for at least two positions in Marketing (Assistant, Associate and/or Full Professor level). Candidates must have a Ph.D. or be near completion.

The level of appointment is open and the appointments are subject to final budgetary approval. Applicants must have both a commitment to excellence in teaching and potential for outstanding research for a proven teaching and research record for a non-entry level position.

Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

Queen's School of Business has an outstanding reputation in its academic programs. For an unprecedented consecutive three years, Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business magazine. Our flagship program, the Commerce program has the highest undergraduate entrance standards of all Canadian universities. Queen's unique double-major Ph.D., along with the research-intensive MSc in Management, produces top-quality researchers for universities and industry. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. It combines residential classes and a customized intranet, and it has 50 Boardroom Learning Centres in 14 cities across Canada. Queen's School of Business received unconditional accreditation for all programs by The International Association for Management Education (AACSB), the world's largest business school accreditation body.

One of the oldest and most distinguished universities in Canada, Queen's University was established in 1841 by Royal Charter. Consistently ranked among the nation's top universities, Queen's has 15,000 students, representing every Canadian province and territory and more than 80 nations around the world. In addition to its outstanding teaching programs, Queen's houses a vast array of research centres and policy institutions which have made major contributions to both the public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities. The Stauffer Library is housed over five acres of space, with 10,000 square feet of computing and state-of-the-art information retrieval facilities.

Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry, and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada by the Report on Business, Chatelaine, and the Imperial Oil Review. Kingston attracts one million tourists annually who spend over \$170 million while exploring many of the city's attractions including 27 museums, a lively downtown shopping district, a variety of specialty shops and factory outlets, dozens of restaurants, historic sites, and art galleries. As for recreation, Kingston is a boater's paradise because of its location at the beginning of the 1000 Islands. In fact, Kingston has eight marinas with over 2,100 slips. Nearby waters are also popular fishing grounds for virtually every freshwater species. In 1976, Kingston hosted the sailing events of the XXI Olympiad, and the Canadian Olympic Training Regatta Kingston (CORK) is held in Kingston every August, establishing the area as the freshwater sailing capital of the world.

If interested, check out our Website at <http://www.business.queensu.ca/>

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Salary will be commensurate with qualifications and experience. The effective date of appointment will be July 1, 2001 but is flexible.

Applications should be submitted to:
R.L. Jackson, Associate Dean
Queen's School of Business
Queen's University, Kingston, Ontario Canada K7L 3N6
Fax: (613) 533-2013
E-mail: info@business.queensu.ca



University
of
Lethbridge

The University of Lethbridge ART GALLERY DIRECTOR/CURATOR

The University of Lethbridge, Faculty of Fine Arts invites applications for a full time tenure track position with duties to include Art Gallery Director/Curator and teaching in The Division of Art.

As Director/Curator of the Gallery, the successful candidate will work with one of the premier collections in the country, which is now valued at over \$30,000,000 with significant holdings of contemporary and historical Canadian, American, and European art, with special strengths in many areas, including Quebec painting after 1950, international Pop Art, and Conceptual Art, as well as, strong representations of Canadian painting of the late 19th century. In the last years the collection has been the basis for travelling exhibitions both nationally and internationally.

The successful candidate will have a minimum of a masters degree, a record of excellence in teaching, and in order to facilitate the care, study, research, and exhibition of the collection, will have significant experience that demonstrates these skills and abilities; strong background in current art, curatorial experience, museum management, grant writing, fund-raising, publication record, and teach art history, studio, or museum studies. Additionally, the candidate will work with faculty to ensure integration of the collection and the gallery into the curriculum and delivery of The University of Lethbridge academic programs; will demonstrate strong connections with the larger museum and art communities and possess a vision for building areas of the collection through donations; and work with the art gallery personnel and administration to ensure policies and procedures are in place for the maintenance of the collection.

For information about The University of Lethbridge, Faculty of Fine Arts, and the Art Gallery please visit our web site at <http://home.uleth.ca/>

Candidates should submit an application describing interest and all areas of teaching expertise, along with a current curriculum vitae, and a statement of teaching philosophy, current research program, and samples of recent works. Arrange for material and three letters of reference to be sent to the following by the closing date, **September 30, 2000:**

Dr. C.J. Skinner, Dean, Faculty of Fine Arts
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta, T1K 3M4
Telephone: (403) 329-2155, Fax: (403) 382-7127
or E-mail: skinner@uleth.ca

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment. In accordance with the Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Ontario
Institute
for
Studies
in
Education
OISE/UT
of the
University
of
Toronto

Director, Institute of Child Study

The Department of Human Development and Applied Psychology at OISE/UT invites applications for the position of Director, Institute of Child Study. This is a continuing tenure-stream position, with the appointment as Director for a five-year term.

The Institute of Child Study focuses on the advanced study of children and on the preparation of teachers; it incorporates an active research centre, a laboratory school (for children of ages 3-12), an infant research centre, and a research-oriented M.A. program leading to both teaching certification and eligibility for further graduate study. Its three main functions — research, children's programs, and academic programs — support and strengthen each other.

The Director is responsible for providing academic and administrative leadership and support for these functions and their respective leaders, and for ensuring optimal balance of resources among functions. In addition, the Director is expected to promote collaboration within the Department of Human Development and Applied Psychology and the rest of the University, and to build connections with the larger research and professional communities. It is expected that the Director's academic administrative duties will be approximately half-time.

The preferred candidate will possess a doctoral degree, be widely recognized as a scholar in a field related to child development and education, and have administrative experience. Rank and salary will be commensurate with qualifications and experience. The preferred starting date for the appointment is as soon as possible after January 1, 2001.

Applications, which must include full curriculum vitae, should be submitted by October 31, 2000 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

For more
information
about OISE/UT
please visit
our web site at
<http://www.oise.utoronto.ca>

their information on the Department is available from the web site <http://www.uleth.ca/~finearts>

Applications with a curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of three referees should be sent to: Professor Wayne Parker, Chair, Department of Civil and Environmental Engineering, Carleton University, 125 Colonel By Drive, Ottawa, Ontario K1S 5S6. Telephone: (613) 520-2600 ext. 543. Fax: (613) 520-3551. Application deadline is October 15, 2000. In accordance with Carleton's immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment opportunities for all persons, regardless of race, ethnicity, age, sex, sexual orientation, disability, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

UNIVERSITY OF BRITISH COLUMBIA — Faculty Position in Engineering and Construction Management. Department of Civil Engineering Applications are invited for a tenure track position in Engineering and Construction Management within the Department of Civil Engineering to be effective 1 January 2001 or as soon thereafter as possible. The appointment will be made at either the Assistant or Associate Professor level depending on the candidate's qualifications. The successful candidate will be required to conduct research in the Engineering Management Specialization offered through the course-based Master of Engineering program in various engineering disciplines. Duties associated with the role will include program stewardship and promotion, liaison and interaction with department advisors and representatives of other faculties, student advising, participation in student projects, and associated teaching. The successful candidate will also be required to participate in the undergraduate and graduate offerings and research program in Project and Construction Management Engineering. The Department seeks a candidate with a strong background in the management of engineering projects, management of engineering innovation and technology, quality assurance and control, and the design and operation of collaborative work environments in engineering and construction. Applicants should hold a Ph.D. and should be eligible for registration as a Professional Engineer in British Columbia. Industry experience is strongly preferred, but not essential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia has the basis of merit and is committed to employment equity. All qualified applicants are encouraged to apply. Applications, including a complete curriculum vitae and the names of three referees should be submitted before 15 October 2000 to: Dr. Alan Macdonald, Head, Department of Civil Engineering, University of British Columbia, 2224 Main Mall, Vancouver, B.C. Canada V6T 1Z6. E-mail: ad@civil.ubc.ca. Further information on the department is available at <http://www.civil.ubc.ca/>.

QUEEN'S UNIVERSITY at Kingston — Civil Engineering. Tenure Track Faculty Position in Materials Engineering and Structural Mechanics. We invite applications for a tenure track position at the Assistant Professor level in the field of materials engineering and structural mechanics. The candidates must hold a Ph.D. (or be near completion) in Civil Engineering or a related field, and must be eligible for professional engineering registration. Previous teaching and industrial experience will be an asset. We anticipate that the position, which is subject to budgetary approval, will start on September 1, 2001. The Department of Civil Engineering at Queen's University conducts internationally recognized research in the areas of infrastructure renewal, water and the environment. We are looking for a dynamic individual who will excel at both teaching and research. Our programs incorporate new approaches to engineering education with emphasis on professional skills development and personal contact with students. We focus our research in strategic areas, and actively involve our industry partners in both research and teaching (work-cooperation). Preference will be given to candidates who have experience with numerical modeling of material behaviour. The successful candidate will work on applications of FRP (fibre reinforced polymer) in civil engineering, and conduct research in an area of interest to Queen's new Centre for Automotive Materials and Manufacturing (CAMM) (http://www.cam.queensu.ca). We are interested in an enthusiastic and effective teacher who will provide instruction in undergraduate and graduate courses in civil engineering, develop and supervise graduate students, and also make administrative contributions through service to the Department, Faculty, and the University. The successful candidate will develop a highly productive research program with strong industrial interactions, and will welcome collaboration with researchers in the Civil Engineering Department, CAMM, and related departments at Queen's. Applicants should submit a curriculum vitae, copies of up to five recent publications, a separate statement of research and teaching interests, and the names and mailing addresses of three referees to: Dr. D. J. Toal, Head, Department of Civil Engineering, Queen's University, Kingston, Ontario, Canada K7L 3N6. Fax: (613) 533-2128. toal@cam.queensu.ca. The University offers a competitive salary and benefits program, and teaching and research grants. Priority will be given to applications received before October 31, 2000. Applications will continue to be accepted until the position is filled. Queen's University is committed to implementing an effective employment equity program and encourages applications from all qualified candidates, including Aboriginal people, gay men and lesbians, people with disabilities, visible minorities, and women.

MCMASTER UNIVERSITY — Faculty Position in Process Control. The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a position that has become available in the process automation and information technology area due to the formation of a new St. James Research Centre. McMaster University's position is available from September 1, 2000. The new position is a 3-year contractually limited appointment, renewable for a second 3-year term, and will be at the assistant or associate professor level depending on the experience of the candidate. Applicants should have a Ph.D. in Chemical Engineering or closely related discipline and have research interests in areas related to process control (regulation, process monitoring, scheduling). The appointment will be expected to contribute to teaching

in both our graduate and undergraduate programs and to develop a strong research program. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to practice in the industrial setting. The position offers the opportunity to interact with an existing process control research group of four faculty members and to participate in two major industrial research centres. The McMaster Advanced Control Consortium is supported by more than 20 international companies and the new St. James Research Centre has a large and is attracting significant industrial involvement. The candidate will be expected to interact with companies in the Steel, Chemical, and Food industries. Graduate students and P.D.E.s are available for projects in this area. Applicants should send a letter of application, full CV, statement of teaching and research interests, a selection of research publications, and the names of at least three referees (with addresses and email) to: Dr. Andrew J. Morris, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Our Web site is <http://www.chemeng.mcmaster.ca>. Applications will be accepted until the position has been filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including Aboriginal people, persons with disabilities, members of visible minorities and women.

ENGLISH

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track appointment in the field of Creative and Literary Studies, effective July 2001. Candidates must hold the PhD and must be able to demonstrate a strong commitment to research and teaching. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, a sample of their creative writing, and a transcript of academic records to: Dr. Randall Martin, Acting Chair, Department of English, The University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3 Canada. The deadline for applications is 31 October 2000. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the Principle of Employment Equity. — Applications are invited from qualified candidates who wish to be nominated by the Department of English for a tenure-track position under the Queen's National Scholar programme. Appointments under this programme will be determined through a competitive selection process. The successful candidate will be expected to enhance teaching and research in newly developing fields of knowledge as well as in traditional disciplines. The main criterion of interest to the University of New Brunswick is academic excellence (teaching and research). Preference will be given to scholars in the early- to mid-career stages. Applications for this position should include a letter of nomination from a tenured faculty member. The tenure-track or tenured A.C. three letters of reference should include a CV, three letters of reference from individuals in the field of current and prospective research interests, a brief writing sample (no more than 5,000 words), and a statement regarding teaching experience or potential. A detailed curriculum vitae and letters of reference should be sent to: Dr. Paul Stevens, Department of English, Queen's University, Kingston, Ontario, Canada K7L 3N6 by October 20, 2000. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY — The Department of English at Queen's University invites applications for two probationary (tenure-track) appointments at the assistant professor level in the following areas: 1) 18th-Century and Romantic Period; 2) Contemporary Literature in English. Appointments commencing July 1, 2001. Qualifications for the positions include completed PhD, a promising research record, and strong evidence of teaching ability. Responsibilities include both undergraduate and graduate teaching. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity policy and encourages applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Applications received after 1 December 2000 may not be considered. Applicants should send a curriculum vitae and a short writing sample (no more than 5,000 words, typeset or brief article) and should arrange for three letters of reference (or a dossier from a university placement office) to be sent to: Professor Paul Stevens, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

THE UNIVERSITY OF ALBERTA — Department of English, Theory and Practice of Cyber-Culture. The Department of English at the University of Alberta, invites applications for a tenure position at the Assistant Professor level in the area of Theory and Practice of Cyber-Culture. Applicants for this position should have some experience in research with computing in humanities disciplines, and research interests in any of the following areas: the web, politics and economics of access to cyber-culture, virtuality, technology and pedagogy, bibliography and editing, media history. Applicants should have a PhD, or be close to finishing it at the time of appointment, teach some teaching experience and publications. The appointment will commence on July 1, 2001. For information about the University of Alberta, please consult the application website at www.ualberta.ca. For information about the Department of English, please consult the department web page at www.ualberta.ca/~english/. Candidates should send the Chair a letter of application, complete curriculum vitae, a writing sample (20 pages maximum), copies of graduate and undergraduate transcripts, all of the names, institutional addresses and e-mail addresses of three referees who the candidate has invited to write on his or her behalf. Candidates are responsible for ensuring that transcripts and letters of reference are received by the Department. The closing date for applications is October 15, 2000. Applications are reviewed letters

should be sent directly to: Dr. Jo Ann Wallace, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6S 6E5. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information Act and the Protection of Privacy Act (FOIP/PPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equal opportunity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. The University of Alberta — Department of English — Native Literature. The Department of English, University of Alberta, invites applications for two tenure positions at the Assistant Professor rank in the area of Native Literature and Nineteenth Century Literature. The department is, however, committed to hiring excellent candidates in any area, and we encourage applications from all fields. Applicants should have a PhD, or be close to finishing it at the time of appointment, teaching experience and publications. Appointments commence July 1, 2001. For information about the University of Alberta, please consult the university web page at www.ualberta.ca. For information about the Department of English, please consult the department web page at www.ualberta.ca/~english/. Candidates should send the Chair a letter of application, complete curriculum vitae, a writing sample (20 pages maximum), copies of graduate and undergraduate transcripts, all of the names, institutional addresses and e-mail addresses of three referees who the candidate has invited to write on his or her behalf. Candidates are responsible for ensuring that transcripts and letters of reference are received by the Department. The closing date for applications is October 15, 2000. Applications are reviewed letters should be sent directly to: Dr. Jo Ann Wallace, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6S 6E5. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP/PPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equal opportunity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.

THE UNIVERSITY OF WINNIPEG invites applications for a tenure-track position in English Language and Literature in the area of Creative and Literary Studies. The position is available as early as January 1, 2001. For details visit our website at www.uwinnipeg.ca/cvpositions. Contact: Dr. Kathleen Quinlan, Chair, English Language and Literature, University of Winnipeg, Winnipeg, MB R3S 3P4. Tel: 519-253-2225, Fax: 519-253-3576, Email: kate@uwinipeg.ca.

THE UNIVERSITY OF BRITISH COLUMBIA in the Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track appointment in the field of Creative and Literary Studies, effective July 2001. Candidates must hold the PhD and must be able to demonstrate a strong commitment to research and teaching. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, a sample of their creative writing, and a transcript of academic records to: Dr. Randall Martin, Acting Chair, Department of English, The University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3 Canada. The deadline for applications is 31 October 2000. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents. Queen's University is committed to the principle of employment equity.

UNIVERSITY OF OTTAWA — Medieval Literature. The Department of English of the University of Ottawa invites applications for a full-time, tenure-track position in Medieval Literature, at the Assistant Professor level, starting July 1st 2001. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's compensation policy. This advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, one writing sample, and three letters of reference to: Dr. Kathleen Quinlan, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia seeks to fill two tenure-track positions in Twentieth Century British Literature at the rank of Assistant Professor beginning 1 July 2001. We are inviting applications in the areas: 1. of early 20th century British Literature and Modernism, and 2. in late 20th century British Literatures and Postmodernism. In the first position, the successful candidate will also have interests in the 19th century English literature, including drama, and culture. In the second position, the successful candidate will have broad interests in contemporary writing, new media, and the analysis of literary and cultural diversity. Humanities computing is an important asset, as is experience with interdisciplinary teaching and research. The successful candidate is expected to have the intellectual breadth and flexibility that the Department needs as it moves from a traditional to a more interdisciplinary focus. The successful candidate will be expected to have a PhD, a commitment to scholarship reflected in published or publishable research, some teaching experience at the post-graduate level. Both positions are subject to funding, and salary will be commensurate with qualifications and experience. With this letter of application, applicants should send a curriculum vitae and a writing sample, and should arrange for three letters of reference to be forwarded to: Dr. Sharrif Ghorashi, Department of English, University of British Columbia, 393-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 15 November 2000. The UBC's employment equity policy includes a tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active graduate program. The successful candidate is a Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged to apply. Applications are encouraged and interdisciplinary interests. New faculty

Faculty of Graduate Studies



THE UNIVERSITY OF BRITISH COLUMBIA

The University of British Columbia is seeking applications for the J. Armand Bombardier Chair in Urban Transportation. This exciting new senior position will provide leadership to UBC's research and teaching on sustainable urban transportation and spearhead the development of new capability in this area. The tenured position is jointly established in the School of Community and Regional Planning (SCARP) and the Sustainable Development Research Institute (SDRI). Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political-institutional dimensions. Within this context applicants will be knowledgeable about transportation technology and demand-side management and have research interests and experience in policy analysis and implementation, methods of policy assessment, modelling, and multistakeholder processes. The successful applicant will be expected to provide leadership in an on-going work climate with other scholars committed to interdisciplinary sustainability projects addressing the interdependent issues of transportation, energy and land use strategies from the local to the global level and to offer courses based on this research.

SCARP is a fully accredited (Canada and US) graduate planning program and the largest teaching unit in UBC's Faculty of Graduate Studies. The School is recognised internationally for its explicit pedagogical mission: to advance the transition to sustainability through excellence in integrated policy and planning research, professional education, and community service. Detailed information on SCARP including its research arm, the Centre for Human Settlements, is available at their respective websites: <http://www.scarp.ubc.ca> and <http://www.chs.ubc.ca>.

SDRI is a research institute located within the Faculty of Graduate Studies at UBC. Its mandate is to encourage research collaboration on the linkages between the environment, the economy and society, at various spatial and temporal scales. The Institute's profile is to foster research that is highly interdisciplinary, closely connected to policy and decision-making, and that involves collaboration with non-academic partners. It has developed a global reputation in the areas of sustainability modelling and gaining community engagement and partnerships; and the integration of the ecological, social and economic dimensions of sustainable development. More information on SDRI activities and research projects is available at www.sdrilubc.ca

Applications must include a letter stating career objectives, assessment of experience and achievements, approach to teaching, and research goals. Please also include a current curriculum vitae, your web-site address if you have one, and the names and contact information (including e-mail addresses) of three possible referees. The first stage of the selection review will be based on letters of application and CVs. Referees will be contacted for short-listed candidates only. The competition closes on October 31, 2000 and the position is available immediately. Salary will be negotiated on the basis of qualifications and experience.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to final budgetary approval, for positions funded from the general purpose operating fund.

Send applications to:

Anthony H.J. (Tony) Dorcey
Director, UBC School of Community and Regional Planning &
John Robinson
Director, Sustainable Development Research Institute
Co-Chairs Search Committee
433-6333 Memorial Road
Vancouver, BC, Canada V6T 1Z2

Founded in 1990, the University of Northern British Columbia has been in full operation since September 1994. Ranked as eighth among the twenty-one smaller universities in Canada, UNBC has achieved remarkable early success as a centre for undergraduate and graduate education in over 40 academic programs. UNBC has also demonstrated a strong presence in advanced research especially in the areas of relevance to northern British

Founded in 1990, the University of Northern British Columbia has been in full operation since September 1994. Ranked as eighth among the twenty-one smaller universities in Canada, UNBC has achieved remarkable early success as a centre for undergraduate and graduate education in over 40 academic programs. UNBC has also demonstrated a strong presence in advanced research especially in the areas of relevance to northern British



Columbia, industrial liaison initiatives and a state-of-the-art laboratory expansion project. With its main campus located in Prince George, B.C., and regional offices located in Prince Rupert, Fort St. John and Quesnel, the University has a mandate to serve the northern two-thirds of the province. UNBC offers an unbeatable combination — a strong commitment for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia.

The College of Science & Management seeks an Associate Dean to foster and develop teaching and research opportunities relating to natural resources and the environment. Under the direction of the Dean of the College, you will assist in maintaining integrated and interdisciplinary programs within the Faculty of Natural Resources & Environmental Studies (Biology, Environmental Studies, Forestry, Geography, Resource Recreation & Tourism). You will also work with the Dean to identify opportunities to develop integrated and interdisciplinary programs with other faculties. You will be responsible for the development and implementation of various initiatives between NRES and other programs within the College (Business, Chemistry, Mathematics & Computer Science, Physics), as well as the College of Arts, Social & Health Sciences. You will also assist the Dean in advocating and communicating natural resources and environmental issues and their impact on the world's environment and local industry.

On behalf of the Dean, you will also liaise with the Office of the Associate Vice-President (Research) to identify research opportunities relating to natural resources and the environment and to assist faculty and students in developing strong, innovative, interdisciplinary research programs. This will include administering NRFS endowment funds and budgetary items specifically delegated by the Dean.

The Associate Dean of the College of Science & Management will be a senior academic with a Ph.D. and tenured in one of the disciplines within natural resources or the environment. Candidates will have a record of significant scholarly achievement, demonstrated academic leadership ability and a commitment to the maintenance of the quality of both graduate and undergraduate programs. The Associate Dean is expected to maintain an independent research program and will engage in some teaching duties within his/her discipline. Candidates must also possess strong administrative and management skills.

The preferred start date for this position is January 1, 2001 and applications received prior to September 21, 2000 will receive full consideration, however applications will be accepted until the position is filled.

Letters of application, accompanied by a curriculum vitae and the name and addresses of at least three references (including telephone and fax numbers) should be sent to: **Dr. Deborah Poff, Vice President (Academic), University of Northern British Columbia, 333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-7300. Inquiries may be made to poff@unbc.ca.**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

UNIVERSITY
OF NORTHERN
BRITISH COLUMBIA

are given as course release in their first two years as well as a start up research grant. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has one tenure-track position available in the area of American Literature. Please see our full page display ad in this issue.

EPIDEMIOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND
The Faculty of Medicine, Memorial University of Newfoundland seeks a full time tenure track faculty member in the Department of Community Health, Division of Community Health. We are particularly interested in individuals with experience in population-based outcome studies; community needs assessment, or evaluation of health promotion activities. Required qualifications are a PhD in an appropriate health science or an MD with a Masters degree in Community Health, Epidemiology or related field. Post-doctoral experience will be considered an asset. The level of appointment will be consistent with the qualifications of the successful applicant. Responsibilities will include maintaining an active research program, and contributing as appropriate to the teaching and supervision of graduate teaching programs of the Division of Community Health in the Faculty of Medicine. Priority will be given to an individual with a promising research program.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to two tenure-track positions available — one in the field of Athletic Therapy and the other in the area of Physical Fitness Assessment and Exercise Intervention. Please see our full-page display ad in this issue.

FINANCE

THE UNIVERSITY OF WESTERN ONTARIO and the **Richard Ivey School of Business** (Ivey) in Canada's premier business school and a recognized leader in business education for over 20 years by Financial Times. The School's major activities include: a highly regarded MBA program and a selective undergraduate program; an expanding portfolio of programs for executives including an expanding Executive MBA degree; and a highly regarded undergraduate program. The program admits four sections of approximately 100 students each year and the undergraduate program is designed to be completed by 70 students each; both are two-year programs. The School supports highly quality faculty research, Excellence in Teaching, and course development. The School is a member of the AACSB. The Finance area group currently has ten full time faculty members (approximately 70 full time faculty members in total) and is located in London, Ontario, a community of 326,000 people, 50 km from Toronto and Detroit. The Canadian Executive MBA is located in London. The videoconferencing broadcast site is located at the Ontario and video sites include Vancouver, Calgary, Edmonton, Toronto, Montreal, Ottawa, Quebec and London, and air, train and links to major Canadian and U.S. cities are excellent. The School is a member of the AACSB and the Association of MBAs. The School seeks candidates for one probationary tenure track, tenured or limited term position in the Finance area. The position is expected to begin in July 2001. The successful candidate will demonstrate a strong commitment to research, teaching and service in the Finance and teaching. New initiatives in the Asia-Pacific region make the School particularly interested in candidates with a strong background in and appropriate language skills. This position is subject to budget approval. In consideration Canadian Immigration requirements, a pronouncement of the Immigration Minister and a recent passport of the candidate is required. For more information contact: Dr. Robert J. Anderson, Dean, Richard Ivey School of Business and The University of Western Ontario, 111 Windermere Road, London, Ontario, N6A 3K7 by December 31, 2000. The review process will be confidential. All applications must have been filed, but applicants are encouraged to apply as early as possible. Phone: 519-661-2734, Fax: 519-661-8959, E-mail: newhr@uwo.ca

FINANCE & MANAGEMENT
SCIENCE

UNIVERSITY OF ALBERTA – Department of Finance and Management Science – Management Science Position. The Faculty of Business Administration is seeking a full-time continuing position in Management Science (rank open) effective July 1, 2002. The position is expected to landing at A-10. The successful candidate will be expected to be at the completion stage of degree. Salary commensurate with qualifications and comparable to the University of Alberta. Candidates should have a strong quantitative background that spans the methodologies of optimization, stochastic modeling and simulation. The successful candidate will be involved in teaching and management science broadening. Simulation, heuristic methods, and modeling are of particular interest. The service sector are of particular interest. demonstrated potential for high quality research and teaching is required. This position is important. The department offers courses in operations management, modeling and simulation, stochastic modeling, and simulation. Competition remains open until the position is filled. Send applications (including curriculum vitae and references) to the Department of Finance and Management Science, University of Alberta, 1-116A St. James St. (see attached for full assessment) to: Dr. Prem Talwar, Chair, Department of Finance and Management Science, University of Alberta, 116A St. James St., Edmonton, Alberta, Canada, T6G 2G6. Tel: (780) 492-2457; Fax: (780) 492-9924; e-mail: Prem.Talwar@ualberta.ca. The University of Alberta is an equal opportunity employer. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified persons, including persons with disabilities and members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA – Department of Finance and Management Science – is a full-time Alberta Institutes appointment for a tenure track position in Finance (rank open, position at the level of Associate Professor) to begin on July 1, 2001. A PhD or equivalent is required and candidates should be at completion stage of their research. The successful candidate will be expected to search and the ability to teach at undergraduate, MBA and PhD levels. Experience is not necessary. The position will require a strong background in research achievements and well-established teaching records. Proficiency in English is required. The position is a full-time position with research and competitive with other Canadian universities. The competition will remain open until the position is filled. For consideration, please send curriculum vitae and the names of three referees who have been asked to send confidential references to: Chair, Department of Finance and Management Science, University of Alberta, Edmonton, Alberta T6G 2G1. Tel: (780) 494-2934; Fax: (780) 494-2935; E-mail: Pres.Finance@ualberta.ca. The records arising from this search will be retained for a period of 12 months with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPA).

Equal Opportunity: The University of Alberta is an equal opportunity employer. We are committed to the principle of equity in employment. We welcome diverse individuals to our community, including women and men, including persons with disabilities, members of visible minorities, and Aboriginal people.

FINE ARTS

UNIVERSITY OF WATERLOO
positions are being accepted for a tenure-track position at the Assistant Professor level in Digital Imaging beginning after January 1, 2001. The successful candidate will be responsible for the coordination of undergraduate and graduate level courses, mostly in the area of digital imaging and computer graphics, and for the supervision of field, with either an active exhibition record or successful record in the commercial art industry. The successful candidate will have a minimum of this area as a means of artistic expression at the highest level. He or she will have a MSc in MFA degree, or have either advanced graduate or undergraduate training in digital imaging which will teach beginning and advanced courses in the fields of electronic imaging and computer graphics, and have completed at least one course each year in another area in which they have demonstrated expertise, such as sculpture, photography or art history. This individual will be responsible for directing the department's undergraduate electronic imaging program and will be required to develop new courses to support this program. The successful candidate will be interviewed by the University of Waterloo's Computer Science Department, which shares the goal of establishing a joint Master's program in Digital Imaging and Computer Graphics starting in September 30, 2000. Send curriculum vitae and three letters of recommendation to: Professor John A. Arndt, Department of Computer Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. In accordance with the University's policy on diversity, the successful investment is directed to Canadian citizens or permanent residents. The University of Waterloo encourages applications from persons of all backgrounds, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability.

FRENCH

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track and one limited-term position in French Language and Literature commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2873; Fax: 519 971-3648, Email: swendth@uwindsor.ca

UNIVERSITY OF WATERLOO—The Department of French Studies invites application for a tenure-track appointment at the rank of Assistant Professor. The successful candidate will be required qualifications are: Ph.D. in French with a specialization in the area of contemporary French literature and French culture; a minimum of three years of teaching experience; and a demonstrated knowledge of information technology and its application. The Department seeks a dynamic and versatile individual to carry out these duties. Duties include teaching at the undergraduate and graduate level and supervising graduate students. Applicants should contact the Department for an application form at www.uwaterloo.ca/fren. Applications accompanied by a curriculum vitae, the names and addresses of three references, and a letter of intent should be submitted by December 31, 2000 to Dr. Susan Socken, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The University is an equal opportunity employer and complies with Canadian Immigration requirements, and advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo is an affirmative action institution, and it is committed to the recruitment of a diverse and qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the approval of the University of Waterloo.

GEOGRAPHY

UNIVERSITY OF WATERLOO — The Department of Geography, University of Waterloo, is accepting applications for a full-time, tenure-terminable position at the assistant professor level, beginning January 1, 2001. We are seeking candidates with a focus on development, broadly defined to include studies in the social, political and economic development. The Department has a strong record of research that integrates theoretical and applied studies. Its successful candidates who recognize the role of research in understanding the processes of development and the role of empirical studies to apply and refine models, especially in the North American context. Candidates should hold a PhD in Geography, or a closely related discipline, and demonstrate a strong ability to lead an externally funded research program. The Department has a strong tradition in resource management information technology so candidates who contribute to team research projects in this area are encouraged to apply. The successful candidate

ÉTUDES FRANÇAISES

UNIVERSITÉ DU NOUVEAU-BRUNSWICK
Le Département d'études françaises de l'université du Nouveau-Brunswick offre un post-graduate programme menant à la maîtrise en études françaises.

CAREERS CARRIÈRES

be expected to teach at the graduate and undergraduate levels. The Waterloo-Laurier Graduate Program in Geography has 130 graduate students and the Department takes a lead role in the Local Economic Development Master's degree program (30 students). The LEO Master's degree attracts full-time students from a variety of undergraduate programs as well as part-time students who are upgrading their skills while working professionally. The Faculty of Environmental Studies also offers an Environment and Business program at the undergraduate level. The successful candidate will be expected to teach in both Geography and the LEO program, and will have the opportunity to teach in the Environment and Business Program. Applicants must submit a curriculum vitae, a statement of teaching and research interests, and also arrange for three letters of reference to be sent to Dr. Philip J. Howarth, Chair, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. Closing date for submissions is September 30, 2000, prior to that date, candidates may be contacted for an interview. The Department of Geography is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a School of Planning. The successful candidate will be encouraged to interact with colleagues in the Faculty and will have access to advanced computing and teaching facilities. Additional information about the Department may be found at <http://www.fes.uwaterloo.ca/geography/>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, and persons with disabilities. This appointment is subject to the availability of funds.


QUEEN'S UNIVERSITY - Geography. Applications are invited for a tenure-track position at the Assistant Professor level. The preferred starting date is July 1, 2001. The salary offered will be commensurate with qualifications and experience. The Department of Geography seeks an outstanding individual with research interests in Geographic Information Systems and Spatial Statistics connected to ongoing departmental research interests. The appointee will be expected to develop a strong research program and contribute to teaching in both the undergraduate and graduate programs. For further information regarding this position and information on the departmental research interests, please see our web page at <http://www.geog.queensu.ca>. Applicants should include a curriculum vitae, a statement of research and teaching interests, samples of relevant reports or writing, and the names of three referees. Applicants should arrange for this material and three confidential letters of reference to be sent to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario Canada K7L 3N6 Tel: (613) 333-9933 Fax: (613) 333-6122. Review of applications will begin on November 1, 2000 and continue until the position is filled. This position has been approved for an International Search open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal persons, persons with disabilities, gay men and lesbians.

QUEEN'S UNIVERSITY - German Language and Literature. Applications are invited for a tenure-track position at the Assistant Professor level. The preferred starting date is July 1, 2001. The salary offered will be commensurate with qualifications and experience. The Department of German Language and Literature at Queen's University seeks an outstanding individual with research interests in German language and literature. The appointee will be expected to develop a strong research program and contribute to teaching in both the undergraduate and graduate programs. For further information regarding this position and information on the departmental research interests, please see our web page at <http://www.geog.queensu.ca>. Applicants should include a curriculum vitae, a statement of research and teaching interests, samples of relevant reports or writing, and the names of three referees. Applicants should arrange for this material and three confidential letters of reference to be sent to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario Canada K7L 3N6 Tel: (613) 333-9933 Fax: (613) 333-6122. Review of applications will begin on November 1, 2000 and continue until the position is filled. This position has been approved for an International Search open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal persons, persons with disabilities, gay men and lesbians.

GERMAN
DALHOUSIE UNIVERSITY - The Department of German. Applications are invited for a full-time tenure-track position at the level of Assistant Professor level, effective July 1, 2001. Preferred area of specialization is nineteenth and twentieth-century literature. The successful candidate will be expected to teach at all levels, from introductory language to literature and culture, and to supervise theses at the Master's level. For more information about the department, please consult our web page at: <http://www.dal.ca/~german/>. Applicants should send a curriculum vitae with a PhD or a PhD in hand, some university level teaching experience and publications. Please send a letter of application, complete and updated curriculum vitae and three letters of professional recommendation by November 15, 2000 to The Chair, Department of German, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employer/Employee Affirmative Action Employer. The University encourages applications from qualified aboriginal persons, persons with a disability, racially visible persons, and women. Please send a curriculum vitae, a statement of research and teaching interests, samples of relevant reports or writing, and the names of three referees. Applicants should arrange for this material and three confidential letters of reference to be sent to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario Canada K7L 3N6 Tel: (613) 333-9933 Fax: (613) 333-6122. Review of applications will begin on November 1, 2000 and continue until the position is filled. This position has been approved for an International Search open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal persons, persons with disabilities, gay men and lesbians.

HEALTH POLICY & MANAGEMENT
UNIVERSITY OF ALBERTA - The Department of Public Health Sciences. Faculty of Medicine and Dentistry, University of Alberta, is offering a full-time academic, tenure-track position in our ACER-accredited Health Policy & Management Program. The position will be at the Associate or Full Professor level, salary to be commensurate with experience, plus a comprehensive benefits package. Candidates will be considered who have health policy, management, health economics, or related expertise and background, and a demonstrated record in health services research and graduate education. Applicants must have a PhD or equivalent in health services research or related field. Degree in Health Policy and Management, or MPH (thesis-based) degree program, an MSc (Occupational Health), and both a Masters in History (Public Health) and a Master of Science (Public Health) are required. The successful candidate will be expected to develop a strong research program and contribute to teaching in both the undergraduate and graduate programs. For further information regarding this position and information on the departmental research interests, please see our web page at <http://www.dal.ca/~german/>. Applicants should send a curriculum vitae with a PhD or a PhD in hand, some university level teaching experience and publications. Please send a letter of application, complete and updated curriculum vitae and three letters of professional recommendation by November 15, 2000 to The Chair, Department of German, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employer/Employee Affirmative Action Employer. The University encourages applications from qualified aboriginal persons, persons with a disability, racially visible persons, and women. Please send a curriculum vitae, a statement of research and teaching interests, samples of relevant reports or writing, and the names of three referees. Applicants should arrange for this material and three confidential letters of reference to be sent to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario Canada K7L 3N6 Tel: (613) 333-9933 Fax: (613) 333-6122. Review of applications will begin on November 1, 2000 and continue until the position is filled. This position has been approved for an International Search open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal persons, persons with disabilities, gay men and lesbians.

HISTORY
UNIVERSITY OF ALBERTA - The Department of History and Classics. University of Alberta, invites applications for a tenure-track position as an Assistant Professor in the area of medieval history of continental Europe (pre-1350 preferred). Candidates should have a PhD in History and a strong research program in medieval history. The successful candidate will be expected to teach at all levels, from introductory language to literature and culture, and to supervise theses at the Master's level. For more information about the department, please consult our web page at: <http://www.dal.ca/~german/>. Applicants should send a curriculum vitae with a PhD or a PhD in hand, some university level teaching experience and publications. Please send a letter of application, complete and updated curriculum vitae and three letters of professional recommendation by November 15, 2000 to The Chair, Department of German, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employer/Employee Affirmative Action Employer. The University encourages applications from qualified aboriginal persons, persons with a disability, racially visible persons, and women. Please send a curriculum vitae, a statement of research and teaching interests, samples of relevant reports or writing, and the names of three referees. Applicants should arrange for this material and three confidential letters of reference to be sent to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario Canada K7L 3N6 Tel: (613) 333-9933 Fax: (613) 333-6122. Review of applications will begin on November 1, 2000 and continue until the position is filled. This position has been approved for an International Search open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal persons, persons with disabilities, gay men and lesbians.



The UNIVERSITY of WESTERN ONTARIO

Information Technology Services Senior Director

Applications are invited for the position of Senior Director, Information Technology Services. The appointment is to be effective July 1, 2001. The term of the position is five years, renewable, and could be held by a tenured member of faculty or a non-academic member of staff. The Senior Director, Information Technology Services reports to the Provost and Vice-President (Academic). Specific responsibilities include: providing leadership and direction in academic computing, the implementation of instructional technology, and coordination of information technology at The University of Western Ontario; and, in consultation with the Senate Committee on Information Technology Services and various constituencies within the University community, developing and implementing critical long-range plans for computing and communications, setting directions for the Division of Information and Technology Services, for the University where appropriate and working with the Senate on their strategic directions when necessary, pursuing opportunities for enhancing the University's information technology infrastructure in support of instruction and research; and interacting with vendors to resolve problems and/or enhance the University's technology infrastructure.

Candidates should have the following qualifications:


- the ability to provide vision and leadership in information technology;
- a thorough understanding and technical knowledge of leading-edge technologies and applications, particularly as they integrate with university education in the classroom and at a distance;
- effective management/leadership skills;
- excellent communication and interpersonal skills, with the ability to manage, direct, lead and motivate people.

Applications, including a curriculum vitae and the names of three referees, should be submitted to:

Dr. G. Moran, Provost & Vice-President (Academic)
Room 115, St. Joseph's Learning Building
University of Western Ontario
London, Ontario N6A 5B3

The Selection Committee will begin a formal consideration of candidates in mid-September 2000 and it is unlikely that any applications will be considered if received after October 15, 2000.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.



CHAIR OF DISABILITY MANAGEMENT

Applications are invited for the position of Chair of Disability Management in the College of Arts, Social and Health Sciences. The College is one of two at the University of Northern British Columbia and includes a set of Programs that focus on the development of human resources and the quality of life, and are therefore concerned with people, health, culture and values. The College also enjoys close relations with the various communities in Northern British Columbia, including the region's First Nations.

The University of Northern British Columbia is developing a Master of Disability Management degree that will be the first of its kind in Canada. The Chair of Disability Management will be expected to provide academic leadership, to implement this new degree program, to teach some core courses, and to lead the development of research in the area of disability studies.

The successful candidate for this position will have a doctoral degree or other terminal degree in an area related to disability management and be appointable at the rank of Associate or Full Professor. Previous administrative experience is highly desirable and experience working with diverse communities in the disability area is also important. Salary and rank will depend on qualifications and experience. Filing this position is subject to budgetary approval.

Preference will be given to applicants received before October 30, 2000, however, the search will continue until the position is filled. The ideal starting date is July 1, 2001, but this is negotiable.

Candidates interested in this exciting and unique opportunity should forward their curriculum vitae and the names and addresses of three referees (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, telephone: (250) 960-5823, Fax: (250) 960-5745 or e-mail: fisher@unbc.ca**

For more information, visit our website: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS AN EMPLOYER/EMPLOYEE AFFIRMATIVE ACTION EMPLOYER. APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS ARE INVITED.

Assistant Professor

School of Public Administration

The School of Public Administration offers programs of studies leading to the degree of Master of Public Administration (MPA), a Diploma in Public Sector Management (DPSM), and a Diploma in Local Government Management (DPLM). The School invites candidates to apply for a tenure stream position at the Assistant Professor level to teach and conduct research in:

- Economics, public sector finance and/or accounting (Applicants should have training in one or more disciplinary or professional fields such as economics, business, public administration, or accounting)

Applicants should have a PhD or the equivalent. Work experience in the public sector will be viewed as a distinct asset, as is a demonstrated commitment to providing students with a high quality practical education, undertaking and sustaining a program of high quality research, and working in a collegial interdisciplinary environment. Successful applicants should be prepared to be part of a team; our curriculum requires collaboration of instructors across courses and offers opportunities to do team-teaching.

The MPA is a multi-disciplinary program and is intended for practicing or prospective managers and analysts who wish to acquire or update the necessary skills for effective and responsible public sector management and policy analysis. The Diplomans are undergraduate distance education programs intended for mid-level managers in the public and municipal sectors. Additional information about the School of Public Administration can be found on the School's web site: <http://web.unbc.ca/padm/>.

Applications containing a current curriculum vitae and the names of at least three referees should be submitted to the Director of the School by **October 6, 2000.**

Professor Evert Lindquist, Director
School of Public Administration
University of Victoria
PO Box 1700, Victoria, BC V8W 2Y2
Phone: (250) 721-8054
Fax: (250) 721-8849
<http://web.unbc.ca/padm/evert@unbc.ca>

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

CAREERS CARRIÈRES

2001 Area of specialization is open. Teaching responsibilities include an introductory survey on Europe since the Renaissance and senior courses preferably in the use of the French language. Applicants must have completed two semesters of French. Participation in the Department's M.A. and Ph.D. programs will also be expected. Applicants must have completed PhD, teaching experience, and demonstrated research qualifications. Application, curriculum vitae, and at least three letters of reference should be sent by October 1, 2000, to Dr. Eric W. Sager, Chair, Department of History, University of Victoria, P.O. Box 3845, Victoria, BC Canada V8W 3P4. The History Department website is <http://web.uvic.ca/history/> and the Department's email address is hist@uvic.ca in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and persons, but are not eligible for appointment units. Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples.

UNIVERSITY OF VICTORIA - History/Slavica Appointment. The Department of History and Slavica at the University of Victoria invite applications for a tenure-track position in Russian history and culture in the rank of assistant professor, beginning July 1, 2001. Area of specialization is open. Teaching responsibilities include teaching undergraduate and graduate courses in Russian and Soviet history and in Russian culture. Applicants should have a completed PhD and demonstrated research qualifications in the area of application, curriculum vitae (including all university transcripts), and letters from at least three referees should be sent by October 31, 2000, to Dr. Andrei Gerasimov, Chair, Department of History, University of Victoria, P.O. Box 3845, Victoria, BC V8W 3P4. Dr. Gerasimov's email address is andrei.gerasimov@uvic.ca and the Department's website is <http://web.uvic.ca/history/>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment units. Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples.

SIMON FRASER UNIVERSITY - Modern German History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in Modern German History. Preference will be given to candidates with a research specialty in international history. The position will begin in September 2001. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses in German history and be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 24, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, BC V5A 1S6; Fax: (604) 291-5837.

SIMON FRASER UNIVERSITY - 19th - 20th Modern French History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in French History (since 1789). The position will begin in September 2001. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses in French history and be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 24, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, BC V5A 1S6; Fax: (604) 291-5837.

UNIVERSITY OF LEDBRIDGE - Faculty of Arts and Science, Department of History. Assistant Professor: probationary (tenure-track) beginning July 2001. Subject to budgetary approval. A PhD is required; specialization in Ancient Greek and/or Roman history. The University aspires to have individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Ledbridge offers a sunny, dry climate which is a surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 6,000 students. The University is in an expansion phase and, among other projects, is building a \$37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uled.ca. The position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reports or preprints, a statement of leadership philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Chris Hosgood, Chair, Department of History, The University of Ledbridge, 4801 University Drive, Ledbridge, Alberta, T1K 3H4. Telephone

(403) 329-2543, Fax: (403) 329-5108, or E-mail: hospood@uleb.ca. The closing date for applications is December 1, 2000.

HISTORY & CLASSICS

UNIVERSITY OF ALBERTA - The Department of History and Classics. University of Alberta, invites applications for a half-time tenure-track appointment at the Junior Assistant Professor level in Classical Studies. Candidates should be prepared to teach senior undergraduate and graduate level courses and will also be expected to teach an introductory course in the history of World History or Classical Mythology. Applications are invited from candidates in all areas of Classics. We are, however, particularly interested in candidates with research interests in some aspect of Classical material culture (archaeology, epigraphy, numismatics, papyrology) who could add further support to our strong archaeology program. Demonstrated excellence in teaching and research is essential. A PhD or equivalent is required prior to issuance of a contract. The Faculty of Arts at the University of Alberta has been engaged in an extensive process of renewal, and the current appointment in Classics is one of the new positions created in the last four years. It is the Department's aim to maintain a strong and balanced program in Classics while at the same time encouraging innovative developments in the field. The Classics program is currently supported by faculty with specialist interests in a broad range of Classical study, including Greek and Latin literature, Greek and Roman history and Classical archaeology. The Department has just started Classical archaeology as an emerging area of strength and has active programs of excavation in Italy and Turkey. We have also recently established the University of Alberta School in Greece at the University of Alberta, in addition, offers excellent library resources in many areas of Classics.

Other resources include an extensive Departmental slide library and the W.G. Hardy Museum of Ancient Antiquities. Further information on the Department is available at the Department's website: <http://www.history.ualberta.ca/~histclass/>. The appointment will commence on July 1, 2001, conditional on funds being made available. The current floor for a half-time Assistant Professor is \$21,621 (this salary is currently under negotiation). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals may be considered. A letter of application, a curriculum vitae, university transcripts, and representative samples of publications or other scholarly work are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Closing date: October 23, 2000. The records are maintained and will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

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QUEEN'S UNIVERSITY AT KINGSTON Queen's National Scholars (Faculty Appointments)

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.

A maximum of four awards will be available in 2000/01. Appointments under this special program will be either tenure-track or special shorter term appointments in accordance with the Collective Agreement between University and the Queen's University Faculty Association. Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letter of reference, is October 9, 2000 for decision in January 2001.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study. Queen's University, Kingston, Ontario, Canada, K7L 3N6. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

HUMANITIES

CARLETON UNIVERSITY - College of the Humanities. Subject to budgetary approval, the College of the Humanities seeks applicants for a tenure-track appointment at the rank of Assistant Professor effective July 1, 2001. The successful candidate will be required to share the teaching of a core seminar in either Myth and Symbol (using sources drawn from ancient India, China, the Ancient Near East and Greece) or Science, Language and Power (studying the modern world in terms of intellectual history, literature, contemporary philosophy, and political affairs). For further details check www.carleton.ca. Other teaching experience is appropriate. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research in accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including curriculum vitae and the names of at least three referees, should be made by November 15, 2000, to P. Wilson, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6.

INFORMATION STUDIES UNIVERSITY OF TORONTO - The Faculty of Information Studies. University of Toronto, invites applications for a tenure-track position at the Assistant, Associate or Full Professor level. The Faculty is well-positioned for the future with a thriving doctoral program, an innovative master's program with streams in Archives, Information Systems, and Library and Information Science, a comprehensive research program, and a complement of faculty members with excellent research records. The Faculty is engaged in dynamic partnerships with the Knowledge Media Group, the McLaughlin Program in Culture and Technology, and other University-wide interdisciplinary collaborative programs. Recognizing the Faculty's commitment to excellence and innovation within a user-focused framework, the preferred candidate will have a research specialization and strong teaching competence in at least one of the following areas: children's and young adults' services; health or other specialized information centres; knowledge management; or resource description and bibliographic control. The successful applicant's research agenda will promote the Faculty's reputation as a leading-edge and internationally prominent research-intensive faculty in Information Studies. The candidate will be expected to teach research courses in at least one designated stream, may participate in team teaching in one of three core courses, and will offer electives which may maximize the impact of the research and teaching duties will include supervision of research at the Master's and Doctoral levels and service on Faculty and University committees. Applicants should possess a doctorate or equivalent in Information Studies, or a related field, and should have proven ability in, or the potential for, excellent research, effective teaching and success in obtaining research grants. Applicants whose doctorate is near completion

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JAPANESE THE UNIVERSITY OF WESTERN ONTARIO - The Department of Modern Languages and Literatures. invites applications for a 3-year limited term position at the rank of Assistant Professor (Ph.D. required) or Lecturer (M.A. required) in Japanese language and literature, to begin July 2001. Native or near-native fluency in Japanese, fluency in English, and experience in teaching and research are required. Experience in Comparative Literature and/or another language is an asset. Please send curriculum vitae and letters of reference to: Prof. Angela Esterhammer, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, M6A 3K1, Fax: (519) 661-4699. Applications must be received by November 1, 2000. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women, members of visible minorities, Aboriginal persons, and persons with disabilities.

JOURNALISM & COMMUNICATION

CARLETON UNIVERSITY - Carly Chair in Business and Financial Journalism, School of Journalism and Communication. Carleton University, School of Journalism and Communication invites applications for the Carly Chair in Business and Financial Journalism. The successful applicant's research agenda will promote the Faculty's reputation as a leading-edge and internationally prominent research-intensive faculty in Information Studies. The candidate will be expected to teach research courses in at least one designated stream, may participate in team teaching in one of three core courses, and will offer electives which may maximize the impact of the research and teaching duties will include supervision of research at the Master's and Doctoral levels and service on Faculty and University committees. Applicants should possess a doctorate or equivalent in Information Studies, or a related field, and should have proven ability in, or the potential for, excellent research, effective teaching and success in obtaining research grants. Applicants whose doctorate is near completion

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The First Chair of its kind in the country, this new position has been created to strengthen Canadian business and financial journalism, and to ensure that graduate and undergraduate students are appropriately educated and fully prepared to take up positions as reporters, editors, producers and commentators with the financial media. The occupant of the Chair will be expected to oversee the design of a specialized curriculum stream in Business and Financial Journalism, take responsibility for core courses and publication workshops in this stream, and conduct research consistent with the aims of a university-based School of Journalism. Applicants should be seasoned professional journalists with affairs of national commerce, or experienced with the financial media. Teaching experience is preferred, as is a graduate degree. Appointment will be made at the rank of Associate or Full Professor, depending on qualifications. The anticipated starting date of the appointment is January 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The Carly Chair in Business and Financial Journalism has been made possible through the financial support of Manulife Financial, Reader's Digest Foundation, Canada Newswire, Panoscan Canada, JTM MacDonald, Petro-Canada, Onex Corporation, Power Corporation of Canada, Imperial Tobacco Canada Ltd., Ottawa Citizen, Alden Media Ltd., Phillips Hager & North Investment Management Ltd., Bank of Montreal, Enbridge Services Inc., Rothmans Inc., Canada Trust and the Canadian Imperial Bank of Commerce, as well as through the generosity of the Carly Family Foundation. In addition, curriculum vitae, and letters from at least three referees, should be sent separately by September 20, 2000, to: Christopher Darnall, Director, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

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For details visit our website at: www.uvic.ca/careers/careerspositions. Contact: Dr. W. James Weese, Dean, Faculty of Human Kinetics, University of Windsor, Windsor, ON, N6B 3P4; Tel: (519) 253-3000, Ext. 2432, Fax: (519) 253-7856, Email: weese@uwindsor.ca

LAW

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in the Faculty of Law commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculties/law. Contact: Prof. Brian Eiman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N6B 3P4; Tel: (519) 253-3000, Ext. 2330, Fax: (519) 253-7856, Email: brian@uwindsor.ca

YORK UNIVERSITY - Osgoode Hall Law School of York University is engaged in a multi-year initiative to renew and expand its faculty. Thirteen new faculty members have been appointed in the last four years. Over the next three years, Osgoode intends to appoint seven more tenure-stream faculty members, mainly at entry-level but also at mid-career. Detailed information about the recruitment priorities for 2000/01, the number and rank of appointments projected for this year, and choosing requirements will be available from September 13, 2000 on the Osgoode Hall Law School website: <http://www.osgoode.yorku.ca/careers/> and from Valerie Holder, Secretary of the Faculty Recruitment Advisory Committee, at valholder@osgoode.ca or (416) 736-5583. Individuals with exceptional records of academic accomplishment whose areas of expertise may not fit the programme priorities will also be considered. Osgoode Hall Law School has recently tended to appoint candidates who have doctoral degrees or doctoral studies in progress, but is willing to consider candidates who have completed or are completing LL.M. programmes or have equivalent credentials. Eligible candidates must possess a superior academic record and strong potential for, or a demonstrated record of, excellence in research, teaching, graduate supervision and contribution to the academic life and governance of the Law School and the University. Osgoode Hall Law School is committed to equality and diversity, and welcomes applications from qualified women and men, Aboriginal persons, members of visible minorities, and persons with disabilities. Interested individuals should

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LAW

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in the Faculty of Law commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculties/law. Contact: Prof. Brian Eiman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N6B 3P4; Tel: (519) 253-3000, Ext. 2330, Fax: (519) 253-7856, Email: brian@uwindsor.ca

YORK UNIVERSITY - Osgoode Hall Law School of York University is engaged in a multi-year initiative to renew and expand its faculty. Thirteen new faculty members have been appointed in the last four years. Over the next three years, Osgoode intends to appoint seven more tenure-stream faculty members, mainly at entry-level but also at mid-career. Detailed information about the recruitment priorities for 2000/01, the number and rank of appointments projected for this year, and choosing requirements will be available from September 13, 2000 on the Osgoode Hall Law School website: <http://www.osgoode.yorku.ca/careers/> and from Valerie Holder, Secretary of the Faculty Recruitment Advisory Committee, at valholder@osgoode.ca or (416) 736-5583. Individuals with exceptional records of academic accomplishment whose areas of expertise may not fit the programme priorities will also be considered. Osgoode Hall Law School has recently tended to appoint candidates who have doctoral degrees or doctoral studies in progress, but is willing to consider candidates who have completed or are completing LL.M. programmes or have equivalent credentials. Eligible candidates must possess a superior academic record and strong potential for, or a demonstrated record of, excellence in research, teaching, graduate supervision and contribution to the academic life and governance of the Law School and the University. Osgoode Hall Law School is committed to equality and diversity, and welcomes applications from qualified women and men, Aboriginal persons, members of visible minorities, and persons with disabilities. Interested individuals should

CAREERS CARRIÈRES

send an application which identifies their research and teaching interests, together with a curriculum vitae, copies of transcripts, and the names, addresses and fax number/e-mail addresses of three academic referees, to be received as soon as possible and in any event no later than Wednesday, October 11, 2000 to Valerie Holder, Secretary of the Faculty Recruitment Advisory Committee, Dogwood Hall Law School of York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Fax: (416) 735-5251.

LEGAL STUDIES

ATHABASCA UNIVERSITY, Canada's Open University, invites applications for a tenure track appointment in the Centre for Social and Legal Studies. Candidates for this position should have at least a Master's degree in Law, with a broad general knowledge of the discipline, both practical and theoretical. The successful candidate will be expected to supervise courses in Commercial Law, The Canadian Legal System, Mass Media and the Law, Law and Governance, and Impact of the Canadian Charter on Labour Relations, among others. She or he will develop

courses that fit the needs of students in a number of programs including Communications, Human Services, Management, Nursing, and Aboriginal Education. Experience in distance education, adult education, or other forms of innovative teaching — including electronic forms of delivery — will be regarded as an asset. All candidates will be expected to provide evidence of their teaching commitment and competence, and a record of their research and scholarly activities. Athabasca University is located in the town of Athabasca in the beautiful country of north central Alberta 145 km north of Edmonton. It specializes in distance education and delivers university education to approximately 22,000 students per year. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in the university. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by October 18, 2000 to the Co-

ordinator, Employee Services, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 2A5. Fax to (780) 675-6135; or by e-mail to resumathabasca.ca. Further information about this position may be obtained from Dr. Alvin Finkel at (780) 675-6242 or e-mail alvinf@athabasca.ca.

LIBERAL ARTS

CONCORDIA UNIVERSITY, Faculty of Arts and Science, is looking for one tenure-track professor to teach in its Liberal Arts College. Please see our full-page display ad in this issue.

LIBRARY

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track and humanities librarian position in the Library. Details by e-mail to www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Library of Windsor, University of Windsor, Windsor, ON N9B 3P4. Tel: 519 253 3000, Ext. 3161; Fax: 519 251 3538; Email: gibbett@uwo.ca.

YORK UNIVERSITY — Business and Government Publications Librarian. Reference Librarian. York University Libraries is seeking an energetic, creative librarian to work in the Business and Government Publications Library, located in the Schulich School of Business. The Library has business reference resources and periodicals as well as collections of documents from Canadian federal, provincial, municipal, foreign governments and international organizations, and data sets from both government and business sources. Reference services support teaching and research in many faculties and disciplines. York University is the third largest university in Canada, serving a population of approximately 50,000 students from diverse countries. The Schulich School of Business offers wide-ranging business education programs to prepare graduates to successfully manage in private, public and non-profit organizations. With Canada's first international MBA (IMBA), Schulich is a global business school featuring multiple strategic partnerships worldwide. Responsibilities: Provide reference assistance to undergraduates, graduate students and faculty; a busy reference desk as well as by telephone and e-mail. Instruct library users individually and in groups, in the library and in lecture halls. Participate in collections development, liaison, faculty liaison. Work closely with computing, collections development and reference staff to plan, design, co-ordinate, and have access to electronic resources and databases. Prepare guides and other user aids (Web-based and print). Instruct library staff, students and faculty in the use of business databases, including numeric ones. Participate in committees of the Libraries and the University. Contribute to librarianship and scholarship by publishing professional research and/or scholarly work. Qualifications required: ALA accredited MLS or equivalent; Educational background in business or the liberal arts; Successful reference experience in a business or business-related environment; Knowledge of print and electronic resources in business, economics and finance. Proven ability to provide instruction in varied teaching environments. Demonstrated skills in statistics and statistical methodology. Excellent oral and written communication skills; Demonstrated ability to work in a team/committee environment; Interest in library and university committee responsibilities and ability to manage a diverse workload; Strong public service philosophy combined with a flexible and innovative approach to problem solving; Willingness to work evenings and weekends. Qualifications preferred: Demonstrated successful experience providing support for financial and economic information; Working knowledge of SPSS or SAS and Excel, with the ability to make data available in appropriate file formats; Demonstrated ability to use documentation in electronic formats. Knowledge of basic Web design and development. This is a continuing appointment position (tenure track) to be filled at the carrying of a Librarian level and appropriate for a Librarian with up to 5 years experience. This is not an entry level position. The anticipated salary level is mid to high \$50s depending on experience. The position is included in the York University Faculty Association bargaining unit. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently,

York has included racial/ethnic minorities, persons with disabilities and Aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The York University Libraries welcome applications from women, racial/ethnic minorities, persons with disabilities and Aboriginal peoples. A copy of the affirmative action program can be obtained by calling the affirmative action officer at (416) 735-5251. The selection process can be applications received before October 27th, 2000. Applications, including a covering letter relating qualifications and requirements of the position, and a current curriculum vitae with the names of three referees, should be sent to: Chair, Business and Government Publications Library Reference Librarian Appointment Committee, York University Libraries, 310 Scott Library, 4700 Keele Street, Toronto, Ontario M3J 1P3. Fax: (416) 735-5451. Applications should be sent by mail or fax with a mail copy following. We will not accept applications sent by e-mail. Please note that only candidates being considered for an interview will be contacted.

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Head of Bibliographic and Collection Services in the Ward Chipman Library on the Saint John Campus. Responsibilities: This position is responsible for the acquisition, development, and intellectual access to the library's collections, including acquisitions, collections management, resource sharing, and technical services activities of the library. The responsibilities of this position include: overseeing and guiding the activities of the library staff in bibliographic and collection services, i.e., cataloguing, acquisitions, resource sharing, and serials; assisting the Director in the allocation and management of the library's budget; developing and reviewing policies and procedures, and coordinating the development and implementation of the library's collection development; participating in planning, management and decision-making as part of the library management group. Qualifications required: Masters degree in library or information science from an ALA-accredited institution. Successful management or supervisory experience, knowledge of automated/integrated library systems, knowledge of business and accounting practices. Academic library experience in technical services is preferred. Must have excellent skills in interpersonal relations and written and oral communication. Must have a strong service orientation, and demonstrated ability to work cooperatively with colleagues, faculty, staff, and vendors. This is a full-time, continuous appointment track professional position. Appointment rank and salary will be based on relevant experience and educational background. Minimum salary is \$38,472 plus administrative stipend. Excellent benefits and moving allowance. The Saint John campus of the University of New Brunswick, is a growing campus which serves a population of about 2,000 full-time students and a large number of part-time students. The library, with a staff of 3 professional librarians and 13 support staff, is part of a combined unit, Information Services & Systems, which also consists of Computing and Audiovisual Services. Visit the library's home page at: <http://www.unb.ca/library/>. Position is available immediately and applications will be accepted until the position is filled. Applicants should send a letter of application, resume and names of three referees to: Susan H. Collins, Director of Information Services & Systems, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the Principle of Employment Equity.

LIBRARY & INFORMATION STUDIES

UNIVERSITY OF ALBERTA — The School of Library and Information Studies. The University of Alberta invites applications for a tenure track position at the Assistant Professor level with a salary commensurate at this level. The date of appointment will be July 1, 2001. Candidates must demonstrate a strong commitment to research and should have a research agenda that will promote the School's multi-disciplinary focus on issues of information access and equity in individual, institutional and societal contexts. Candidates must have a minimum of a graduate degree, or be able to demonstrate the likelihood of early completion of one. A commitment to high quality teaching at both graduate and undergraduate levels is essential. Teaching will be mainly in one or more of the following areas: information policy, organization of information (e.g., metadata, knowledge management), information technology from a user behaviour or systems perspective (e.g., electronic publishing, digital librarianship, web design and management), and management. Effective interpersonal skills for participation in an academic environment and an interest in student advising are also required. The successful candidate will supervise master's level research and participate in doctoral supervision. The School is a small, collegial unit with a vision for teaching, research, and service articulated in the School's motto: "Understanding information: exploring issues, creating access, pursuing equity." As part of Canada's second largest university, the School benefits from a progressive research library and excellent computer facilities. The School also enjoys extensive service activities of other units on campus and well-established relationships with the professional community. More detailed information about the School's ALA-accredited master's program, and current faculty is available on our web page: www.library.alberta.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents are not found, other individuals will be considered. Applicants should send a letter of application, curriculum vitae, an example of published work, and any other supporting materials, and arrange for three confidential letters of reference to be sent by September 30, 2000 to: Dr. Alvin M. Schabas, Director, School of Library and Information Studies, Room 320, Rutherford South, University of Alberta, Edmonton, Alberta, T6G 2J4. The records arising from this competition will be managed in accordance with the provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta is an equal opportunity institution committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

LINGUISTICS

SIMON FRASER UNIVERSITY — Applications are being accepted for a tenure-track position in Linguistics starting September 1, 2001. This position is subject to budgetary approval. Appointment will be made at the assistant professor rank. A primary specialization in print or morphosyntax is required for this position. Preference will be given to candidates who combine their research with an area of computer-aided linguistics or natural language processing. The successful candidate will be assigned teaching duties in syntax at all levels as well as courses in general linguistics and applied linguistics. A PhD in linguistics or related area, show strong promise as a researcher, be prepared to become active in the development and management of undergraduate and graduate programs and to accept graduate supervision duties. Interested applicants should send a letter of application, curriculum vitae, the names of at least three referees and sample



Université Sainte-Anne

Pointe-de-l'Église
(Nouvelle-Écosse) BOW 1M0

L'Université Sainte-Anne sollicite des nominations ou des candidatures au poste de RECTEUR ET VICE-CHANCELIER

Fondée en 1890, l'Université Sainte-Anne, seule université d'expression française en Nouvelle-Écosse, offre des diplômes en arts et lettres, en sciences de l'éducation, en administration, en sciences ainsi que des programmes d'immersion en français langue seconde. Les programmes de cet établissement de taille modeste assurent aux étudiants et aux étudiantes non seulement une culture de base sérieuse mais une compétence dans les deux langues officielles du Canada. L'Université maintient un important service d'éducation permanente avec des programmes à distance, un centre de documentation historique académique, un centre de ressources pédagogiques, un centre de littérature jeunesse, un centre de développement économique, ainsi que d'autres services à la communauté.

Le recteur et vice-chancelier est détenteur d'une formation universitaire requérant un minimum de 20 ans de scolarité ou l'équivalent. Il possède une expérience démontrant une aptitude à résoudre des problèmes d'ordre administratif et technique complexes, et une expérience pertinente dans le système d'enseignement universitaire.

Entrée en fonction : le premier juillet 2001.

Toute candidature doit être reçue avant le 31 octobre 2000 et adressée à :

Gérald C. Boudreau, Ph.D.

secrétaire du Conseil, Université Sainte-Anne

Pointe-de-l'Église (Nouvelle-Écosse) BOW 1M0

Téléph. : (902) 769-2114, poste 159

Télécop. : (902) 769-0063

courriel : gcboudro@ustanne.ednet.ns.ca



UNIVERSITY
YORK
UNIVERSITY

Toronto, Canada

Dean, Faculty of Pure and Applied Science

Applications and nominations are invited for the position of Dean of the Faculty of Pure and Applied Science of York University

Founded in 1959, York University is Canada's third largest university. Located within the city of Toronto, York attracts 40,000 full- and part-time students annually from around the world. York has developed an international reputation for excellence in research and teaching and innovative teaching and academic programs.

The Faculty of Pure and Applied Science is one of Canada's leading teaching research institutions and is a vital part of York University. Undergraduate and graduate degree programs are delivered through the departments of Biology, Chemistry, Computer Science, Earth and Atmospheric Science, Geography, Kinesiology and Health Science, Mathematics and Statistics, Physics and Astronomy, and Psychology. The Faculty also offers programs in Environmental Science and Space and Communication Science. The Faculty has one of the highest rates of per capita research funding in Canada and has received some of Canada's highest awards for teaching and research. Further information on the Faculty can be found on the web at <http://www.science.yorku.ca>.

Candidates for Dean should have academic qualifications and administrative experience to provide leadership in the teaching and research missions of the Faculty, and to assume responsibility for the Faculty's budget, general administration and future development.

The appointment is for five years, commencing July 1, 2001.

Applications and nominations should be submitted by October 30, 2000 to:

The Secretary of the Search Committee for the
Dean of the Faculty of Pure and Applied Science
c/o Schulich School of Business, Room 434
York University
4700 Keele Street
Toronto, Ontario M3J 1P3

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



McGill

Beaverbrook Chair in Ethics, Media & Communications

Applications are invited for the newly established Beaverbrook Chair in Ethics, Media and Communications at McGill University. By endowing this Chair, the Beaverbrook Canadian Foundation wishes to become the cornerstone of a Centre for Ethics, Media and Communications at McGill University.

Global media exerts enormous power and cultural influence through their ongoing choices about how information is gathered, processed, interpreted and disseminated. The responsible exercise of that power is the domain of ethics. The University seeks applications from candidates of international reputation who can provide intellectual leadership fostering and coordinating transdisciplinary research into and teaching about ethics, media and communications. The holder of the Chair should have the stature and skills to foster and engage in critical analysis of the media and to stimulate public debate. The disciplines from which candidates could be drawn include: communications, cultural studies, ethics, history, journalism, law, management, philosophy, political science, psychology, religious studies and sociology.

McGill University is a world-renowned institution of higher learning located in Montreal, Canada, which is a major international centre of print, broadcast and electronic media.

Salary, conditions and benefits will be determined in consultation with the successful candidate. Preferred commencement is summer 2001. McGill University encourages applications from all qualified candidates and is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications (accompanied by a complete curriculum vitae) and nominations will be accepted until November 30, 2000 or until the position is filled and should be addressed to:

Mr. Claude Ryan, Chair
Beaverbrook Chair Advisory Committee
c/o Office of the Principal and Vice-Principal (Academic)
James Administration Building, Room 506
McGill University
845 Sherbrooke St. W., Montreal
Quebec, Canada, H3A 2T5.

CAREERS CARERES

publications by October 30, 2000 to Dr. M. Peltigrid, Chair, Department of Linguistics, 8888 University Dr., Simon Fraser University, Burnaby, BC Canada V5A 1S6; phone: (604) 281-3554, fax: (604) 291-5553, email: m.peltigrid@sfu.ca. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and Permanent Residents of Canada. However, non-Canadians are encouraged to apply. SFU is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

MANAGEMENT

CONCORDIA UNIVERSITY — The Department of Management at Concordia University is seeking, subject to budgetary approval, qualified applicants for tenure-track positions starting June 1, 2001 in the areas of Human Resource Management, Organizational Behaviour and Strategy/Entrepreneurship. Qualifications include a PhD in hand or expected, and a strong research record or demonstrated research potential. Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Candidates with interests in the areas of pharmaceuticals are encouraged to apply. Successful candidates will be responsible for teaching courses at the undergraduate and MBA levels and PhD students. Teaching in the Executive MBA and APLM Programs is also possible. Salaries are competitive and, above all, we will be commensurate with qualifications and experience. All undergraduate, Masters and PhD programs in the Faculty of Commerce and Administration at Concordia are AACSB Accredited. Applications should be submitted by October 15, 2000. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference, to: Dr. Kamel Arghy, Chair, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. W., Room GM 503.5, Montreal, Quebec H3G 1M8, Canada. Tel: (514) 848-2925, Fax: (514) 848-4292, E-Mail: arghy@concordia.ca. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal persons, visible minorities and disabled persons.

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business (formerly the Western Business School) is widely recognized for the quality of its management education. The School's major activities include a highly regarded MBA program, a small and selective doctoral program, a well-established executive MBA program for managers, including an Executive MBA program and a videoconferencing, and an Executive MBA program. The School's international orientation in curricula, research, faculty and students. The School supports research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engaged in independent investigation as well as independent inquiry. The School's principal location is London, Canada, a community of 325,000 residents from Toronto and Detroit. The Executive MBA program is situated in Mississauga, just outside of Toronto, and Hong Kong. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Edmonton, Calgary, Markham (outside Toronto), Montreal and London. Road, air and train links to Toronto, Canada and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. The School also is undertaking substantial programs of teaching and research activities in Asia. The School seeks candidates for at least one probationary tenure track or limited-term position at the level of Assistant or Associate Professor in the General Management / Strategy area. The position is available to begin September 1, 2001. The successful candidate will have demonstrated a strong commitment to the practice of management in both research and teaching. The ability to teach the core Strategy course (formulation and implementation) is essential. A demonstrated interest in international management and/or the management of rapidly growing enterprises is an asset. Several years of teaching experience with a proven ability in executive education programs is highly valued. Applications for a tenure track Assistant Professor or Associate Professor are also encouraged if the candidate's qualifications and record of achievement indicate an interest and ability to quickly bring playing a leadership role in the areas mentioned above. This position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Rod White, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Submission deadline is November 17, 2000. Phone: 519-661-4211, Fax: 519-661-3485, E-mail: gwhite@ivey.uwo.ca.

UNIVERSITY OF TORONTO at Mississauga — Department of Management invites applications for two tenure-track positions in Accounting and one in Marketing at the level of Assistant Professor, beginning July 1, 2001. Applications showing a specialist interest in Employment/Information Technology will be particularly welcomed. Demonstrated excellence in research and teaching is sought. Candidates should have a Ph.D. in Accounting or Marketing and an appointment for soon thereafter. The successful candidate will teach undergraduate and graduate courses in accounting or marketing, and, in addition, information technology/information systems, if he or she has the necessary experience. Other teaching and research interests are open. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. The deadline for submissions of applications is Marketing October 30, 2000, Accounting January 15, 2001. Applications should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C5.

MARKETING

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business, at the University of Western Ontario, is Canada's premier business school. The School is committed to the quality of its management education. The School's major activities include a highly regarded MBA program, a small and selective doctoral program, a well-established executive MBA program for managers, including an Executive MBA program and a videoconferencing, and an Executive MBA program. The School's international orientation in curricula, research, faculty and students. The School supports research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engaged in independent investigation as well as independent inquiry. The School's principal location is London, Canada, a community of 325,000 residents from Toronto and Detroit. The Executive MBA program is situated in Mississauga, just outside of Toronto, and Hong Kong. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Edmonton, Calgary, Markham (outside Toronto), Montreal and London. Road, air and train links to Toronto, Canada and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. The School also is undertaking substantial programs of teaching and research activities in Asia. The School seeks candidates for at least one probationary tenure track or limited-term position at the level of Assistant or Associate Professor in the General Management / Strategy area. The position is available to begin September 1, 2001. The successful candidate will have demonstrated a strong commitment to the practice of management in both research and teaching. The ability to teach the core Strategy course (formulation and implementation) is essential. A demonstrated interest in international management and/or the management of rapidly growing enterprises is an asset. Several years of teaching experience with a proven ability in executive education programs is highly valued. Applications for a tenure track Assistant Professor or Associate Professor are also encouraged if the candidate's qualifications and record of achievement indicate an interest and ability to quickly bring playing a leadership role in the areas mentioned above. This position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Rod White, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Submission deadline is November 17, 2000. Phone: 519-661-4211, Fax: 519-661-3485, E-mail: gwhite@ivey.uwo.ca.

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business (formerly the Western Business School) is widely recognized for the quality of its management education. The School's major activities include a highly regarded MBA program, a small and selective doctoral program, a well-established executive MBA program for managers, including an Executive MBA program and a videoconferencing, and an Executive MBA program. The School's international orientation in curricula, research, faculty and students. The School supports research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engaged in independent investigation as well as independent inquiry. The School's principal location is London, Canada, a community of 325,000 residents from Toronto and Detroit. The Executive MBA program is situated in Mississauga, just outside of Toronto, and Hong Kong. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Edmonton, Calgary, Markham (outside Toronto), Montreal and London. Road, air and train links to Toronto, Canada and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. The School also is undertaking substantial programs of teaching and research activities in Asia. The School seeks candidates for at least one probationary tenure track or limited-term position at the level of Assistant or Associate Professor in the General Management / Strategy area. The position is available to begin September 1, 2001. The successful candidate will have demonstrated a strong commitment to the practice of management in both research and teaching. The ability to teach the core Strategy course (formulation and implementation) is essential. A demonstrated interest in international management and/or the management of rapidly growing enterprises is an asset. Several years of teaching experience with a proven ability in executive education programs is highly valued. Applications for a tenure track Assistant Professor or Associate Professor are also encouraged if the candidate's qualifications and record of achievement indicate an interest and ability to quickly bring playing a leadership role in the areas mentioned above. This position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Rod White, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Submission deadline is November 17, 2000. Phone: 519-661-4211, Fax: 519-661-3485, E-mail: gwhite@ivey.uwo.ca.

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UNIVERSITY OF TORONTO at Scarborough — The Division of Management at the University of Toronto at Scarborough is seeking a tenure-track position in Marketing, rank open. Duties include undergraduate teaching in the University of Toronto at Scarborough, MBA teaching in marketing at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should hold a Ph.D. or equivalent with evidence of excellence in research and teaching. Candidates should be prepared to make a commitment to build a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in graduate-level work at the university. The position would begin on July 1, 2001. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three letters and letters to Professor Sam Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Midway Trail, Toronto, ON M1C 4A6 (BORINS@utoronto.ca).

UTORONTO, ON. In accordance with Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MATHEMATICAL SCIENCES

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences, University of Alberta, invites applications for an Assistant Professor tenure track position in Actuarial Science. We are looking for a person with a strong record of research in actuarial science, excellent communication and teaching skills and leadership potential. The position requires a PhD in a mathematical discipline and an Associate Actuarial designation. Early applications are encouraged. A.R. Hemmilla, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. Personal or e-mail address for more information: math@ualberta.ca and a curriculum vitae, a research plan and a teaching dossier. Candidates should be considered on a continuing basis. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Access to Information Act. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences, University of Alberta, invites applications for a tenure-track position in Mathematical Finance. We are looking for a person with a strong record of research in financial mathematics, excellent communication and teaching skills and leadership potential. The successful candidate must have a commitment to graduate and undergraduate education. Preference will be given to an individual whose research interests promote contact with other university researchers and industry. Current research strengths in the department include stochastic analysis and finance. A.R. Hemmilla, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. Personal or e-mail address for more information: math@ualberta.ca and a curriculum vitae, a research plan and a teaching dossier. Candidates should be considered on a continuing basis. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Access to Information Act. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

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The position requires a PhD in a mathematical discipline and expertise in the area of probability theory, stochastic analysis or stochastic differential equations, and mathematical finance. Applicants should include curriculum vitae, research plan, and a teaching dossier. Candidates should arrange for at least three confidential letters of reference to be sent to the Chair at the address below. The closing date for applications is August 31, 2000 or until a suitable candidate is found. Early applications are encouraged. A.R. Hemmilla, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. Personal or e-mail address for more information: math@ualberta.ca and a curriculum vitae, a research plan and a teaching dossier. Candidates should be considered on a continuing basis. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Access to Information Act. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

MATHEMATICS

UNIVERSITY COLLEGE OF THE FRASER VALLEY — The Department of Mathematics and Statistics, University College of the Fraser Valley, Abbotsford, BC, invites applications for a full-time tenure-track position in Statistics. The position offers a full range of undergraduate mathematics and statistics courses, and has recently begun offering a master's degree in mathematics. The position is an exciting teaching position, while promoting scholarship as an integral part of education. Preference will be given to an individual whose research interests promote contact with other university researchers and industry. Current research strengths in the department include stochastic analysis and finance. A.R. Hemmilla, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. Personal or e-mail address for more information: math@ualberta.ca and a curriculum vitae, a research plan and a teaching dossier. Candidates should be considered on a continuing basis. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Access to Information Act. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

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UNIVERSITY COLLEGE OF THE FRASER VALLEY — The Department of Mathematics and Statistics, University College of the Fraser Valley, Abbotsford, BC, invites applications for a full-time tenure-track position in Statistics. The position offers a full range of undergraduate mathematics and statistics courses, and has recently begun offering a master's degree in mathematics. The position is an exciting teaching position, while promoting scholarship as an integral part of education. Preference will be given to an individual whose research interests promote contact with other university researchers and industry. Current research strengths in the department include stochastic analysis and finance. A.R. Hemmilla, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. Personal or e-mail address for more information: math@ualberta.ca and a curriculum vitae, a research plan and a teaching dossier. Candidates should be considered on a continuing basis. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Access to Information Act. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

He will also have an outstanding ability to teach and communicate effectively to undergraduates (especially at the lower level) and a commitment to building our degree-level offerings. Examples of innovative approaches to teaching and to course and program design are an asset. Position Information: Faculty, 100% full-time, permanent. Contract Term: To start on January 1, 2001 or August 1, 2001. Salary: Appropriate placement on the Faculty Salary Scale. UCV is committed to the principle of equity in employment. We invite applications including evidence of appropriate qualifications by October 31, 2000. All correspondence should refer to posting number 1000-424 and be directed to the Vice President of Student & Employee Services at the University College of the Fraser Valley, 3384 King Road, Abbotsford, BC, Canada V2S 7M5, Tel: (604) 854-4554, Fax: (604) 854-1538. In an effort to be both environmentally and fiscally responsible, UCV will contact only candidates receiving an interview. We thank all applicants for considering UCV for employment.

WILFRIED LAURIER UNIVERSITY — The Department of Mathematics invites applications for a tenure-track position at the Assistant Professor level, subject to budgetary approval, commencing July 1, 2001. Candidates must have a research record, with strong potential to obtain external funding, in a field that is in accordance with the research interests of the Department. Applicants are asked to submit evidence of excellence of undergraduate-level teaching in a variety of fields. All candidates will be considered, but preference may be given to those who can assist in meeting future teaching needs, anticipated to be in statistics, probability and applied mathematics. Applicants should send a current curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience or potential, and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 2C2 (email: davidvaughan@wlu.ca). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to employment equity. We encourage all qualified persons to apply.

WILFRIED LAURIER UNIVERSITY — The Department of Mathematics invites applications for a tenure-track position at the Assistant Professor level, subject to budgetary approval, commencing July 1, 2001. Candidates must have a research record, with strong potential to obtain external funding, in a field that is in accordance with the research interests of the Department. Applicants are asked to submit evidence of excellence of undergraduate-level teaching in a variety of fields. All candidates will be considered, but preference may be given to those who can assist in meeting future teaching needs, anticipated to be in statistics, probability and applied mathematics. Applicants should send a current curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience or potential, and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 2C2 (email: davidvaughan@wlu.ca). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to employment equity. We encourage all qualified persons to apply.

WILFRIED LAURIER UNIVERSITY — The Department of Mathematics invites applications for a tenure-track position at the Assistant Professor level, subject to budgetary approval, commencing July 1, 2001. Candidates must have a research record, with strong potential to obtain external funding, in a field that is in accordance with the research interests of the Department. Applicants are asked to submit evidence of excellence of undergraduate-level teaching in a variety of fields. All candidates will be considered, but preference may be given to those who can assist in meeting future teaching needs, anticipated to be in statistics, probability and applied mathematics. Applicants should send a current curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience or potential, and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 2C2 (email: davidvaughan@wlu.ca). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to employment equity. We encourage all qualified persons to apply.

Kunin-Lunenfeld Applied Research Unit, Baycrest Centre for Geriatric Care

Endowed Chair in Nursing Research

Applications and nominations of internationally renowned nurse scholars with a record of research excellence in geriatric nursing are sought for this endowed research chair. An earned doctorate in nursing or a related field, a record of interdisciplinary research, demonstrated excellence in teaching and mentoring junior colleagues, and qualifications for the rank of Professor are required. The individual selected for the Katz Chair in Geriatric Nursing must be committed to an active program of interdisciplinary research, collaborating with colleagues at the Baycrest Centre for Geriatric Care and the University of Toronto. The professorship is for a period of five years and is renewable. A competitive salary and research stipend will be offered.

Applications: Applications and nominations will be accepted until the position is filled. Letters of application or nominations, along with curriculum vitae and a list of references should be sent to:

Dr. David L. Streiner
Baycrest Centre for Geriatric Care
Kunin-Lunenfeld Applied Research Unit
3540 Bathurst Street
Toronto, Ontario M6A 2E1
Canada
Telephone: 416-785-2500 x2534
Fax: 416-785-4230
Email: dstreiner@rotman-baycrest.on.ca
Internet: www.baycrest.org



Simon Fraser University Tenure-Track Positions Molecular Biology & Biochemistry

The Department of Molecular Biology and Biochemistry seeks applicants for full-time, tenure-track faculty positions in the three areas listed below. At least two of the positions will be filled at the rank of Assistant Professor. One may be filled at the rank of Associate Professor. Appointments may begin as early as September 1, 2001.

Successful applicants will be expected to establish externally funded and independent research programs in their areas of expertise, augmenting existing research strengths in the Department. They will also contribute to the undergraduate and graduate teaching programs in molecular biology and biochemistry.

- 1. Structural Biochemistry.** Structure-function analyses of biological macromolecules using NMR, x-ray crystallography and/or biochemical, spectroscopic and computational approaches.
- 2. Genomics.** Development and application of analytical approaches to the analysis of complex genomes; may include comparative, functional or structural analyses.
- 3. Developmental Genetics.** Molecular and genetic approaches to understanding fundamental processes of development in model organisms.

A Ph.D. and relevant postdoctoral experience is required. Applicants should send curriculum vitae, a statement of research interests, reprints of up to five research publications and arrange to have letters sent from three referees to: Faculty Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada. Further information about the Department is available at <http://darwin.mbb.sfu.ca>. Review of applications will begin November 1, 2000. Applicants should clearly identify for which search they wish to be considered.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Simon Fraser is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Simon Fraser University maintains a web site of available positions to assist partners of qualified applicants in identifying job opportunities at <http://www.sfu.ca/vacademic/openings/index.html>.

CAREERS CARRIÈRES

Integrate the study of Biblical Hebrew language and literature into existing departmental programs in ancient Near Eastern studies, including Archaeology and Biblical Studies. The position is effective July 1, 2001. Applicants are invited to send a curriculum vitae, together with a letter of reference to be sent to the following: Dr. Michael E. K. Moffatt, Professor and Head, Department of Near & Middle Eastern Civilizations, University of Toronto, 4 Bancroft Ave. West, Toronto, Canada. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

NEUROLOGY

McGILL UNIVERSITY — The Montreal Neurological Institute (MNI) of McGill University invites applications from outstanding candidates for a tenure track position in the Department of Neurology. The MNI houses extensive MRI, PET, x-ray and computing facilities. The successful candidate will have a PhD in a field related to imaging, postdoctoral experience, and proven track record in 3D medical image processing, PET imaging, and/or MRI. The salary will be commensurate with qualifications. The successful candidate will have a PhD in a field related to imaging, postdoctoral experience, and proven track record in 3D medical image processing, PET imaging, and/or MRI. The salary will be commensurate with qualifications.

Applicants should submit a curriculum vitae, and the names of three references to: Dr. John Brown, Search and Selection Committee, Montreal Neurological Institute, 3841, Avenue Lacombe, Montreal, Quebec, Canada H3A 2B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

with qualifications and experience. Please forward your curriculum vitae to: Dr. Anne Carwell, Search and Selection Committee, 1235-2211 Westbrook Mall, Vancouver, B.C., V6T 2B5. Closing date: September 30, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. The University encourages all qualified applicants to apply.

ORGANIZATIONAL BEHAVIOUR

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business at the University of Western Ontario, invites applications for a probationary tenure-track position or limited term position in Organizational Behaviour, starting Fall 2001. The successful candidate will earn a doctorate in management, evidence of (or potential for) teaching excellence, and the potential to conduct high quality research. The Richard Ivey School of Business is recognized worldwide for the quality of its management education. The School's major activities include a highly regarded MBA program, a selective undergraduate program, a well established doctoral program, and a postgraduate program of management, as well as executive education programs for managers, including an expanding Executive MBA program and a new Executive MBA program. The School is internationally oriented in terms of curriculum, research, faculty, and student exchanges. The University especially supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent research. The School is currently engaged in a campaign, approximately a dozen faculty with research interests in Organizations and Strategic Management have joined the faculty in the past few years. The School is currently seeking a new faculty member to join the faculty in the area of Organizational Behaviour. The position is available to begin in September, 2001 or possibly sooner. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. Because the School is embarking on a substantial program of teaching and research in Asia, a capability in Mandarin or Cantonese would be an asset (but not required). Applications with especially strong research records will be given priority for a tenure-track position or a probationary tenure track or limited term position at the level of Assistant, Associate, or Full Professor position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all

qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. Applications should be sent to: Dr. Anne Carwell, Search and Selection Committee, 1235-2211 Westbrook Mall, Vancouver, B.C., V6T 2B5. Closing date: September 30, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. The University encourages all qualified applicants to apply.

PARASITOLOGY

McGILL UNIVERSITY — Director, Institute of Parasitology. The Institute of Parasitology of McGill University is seeking to appoint a new Director upon completion of the appointment of the current Director, Professor Roger Prichard, June 1, 2001. The appointment will be at a senior academic level and the appointee will be expected to have established an international reputation for cutting edge research in parasitology, have a track record in training research and have high potential for academic leadership during a period of exciting expansion of the University's research activities in the field of parasitology. The Institute of Parasitology is a leading center in the development of strong graduate programs oriented to the rapidly developing field of parasitology. The Institute of Parasitology has eight research groups primarily involved in the molecular biology, genetics, immunology, immunology, and epidemiology and population biology of protozoan and helminth infections of humans and animals. Complementary projects on bacterial and viral infections and on cancer cells are also followed at the Institute. There is potential for further expansion of the academic staff of the Institute. The Institute has a strong research record in the past 25 years. The Institute of Parasitology has PhD and M.Sc. research degrees based on the research interests indicated above. It also leads a multi-faculty initiative in disease training in biotechnology and has strong links with microbiologists in the Faculty of Agricultural and Environmental Sciences and the Department of Microbiology and Immunology in the Faculty of Medicine. The Institute does not offer undergraduate programs. Its members of the Institute participate in limited undergraduate teaching in other departments and the Institute staff are active in the McGill School of Environment. A successful candidate will be nominated for a Canada Research Chair. Applicants should include a full curriculum vitae, a complete list of publications, a statement of research interests, an indication of priorities as a future Director of the Institute of Parasitology, and the names and contact addresses of at least three individuals who are agreed to provide letters of reference. Applications should be addressed to: Director, Institute of Parasitology, McGill University, Macdonald Campus, 2111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec, Canada H9X 3V9. Canada. The deadline for applications is October 15, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all

qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. Applications should be sent to: Dr. Anne Carwell, Search and Selection Committee, 1235-2211 Westbrook Mall, Vancouver, B.C., V6T 2B5. Closing date: September 30, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. The University encourages all qualified applicants to apply.

PEDIATRICS

McGILL UNIVERSITY — Director, Division of Pediatric Infectious Diseases. The Montreal Children's Hospital-McGill University Health Centre, The Department of Pediatrics at McGill University and The Montreal Children's Hospital of the McGill University Health Centre (MUHC) seek applicants at the Associate or Full Professor level for the position of Director of the Division of Pediatric Infectious Diseases. The Montreal Children's Hospital is a 178 bed hospital, including 42 beds for ICU and PICU, with over 10,000 hospital admissions, 85,000 emergency department visits, and 120,000 outpatient visits annually. Montreal is an exciting, vibrant city with a population of approximately 2 million people. There is a distinct European flavor and a large multicultural population. The official language is French, but Montreal is a bilingual city. The Division of Infectious Diseases at the Montreal Children's Hospital is responsible for the clinical and research care of children with HIV, congenital and acquired immunodeficiency, and other complex infectious diseases. The Division also provides consultative service to the Home 14 Program, Multicultural Health Clinic, as well as the Neonatal Units of the Royal Victoria and Jewish General Hospitals. An active Infectious Disease Program is also in place with a full-time Infectious Disease Consultant. The Division has an established Vaccine Study Center on the West Island of Montreal. Applicants should have strong leadership qualities, a proven track record in clinical or basic research in infectious diseases, and excellent experience in clinical and teaching of students, residents and fellows in infectious diseases. Applicants should send a statement of interest, CV and an e-mail address prior to October 15, 2000, to: Dr. Harvey J. Guyda, Chair, Montreal Children's Hospital, Room C-414, 2300 Tapscott, Montreal, QC H3H 1P3. E-mail: harvey.guyda@mcgill.ca. Telephone: 514-934-4667. Fax: 514-934-4667. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all

qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. Applications should be sent to: Dr. Anne Carwell, Search and Selection Committee, 1235-2211 Westbrook Mall, Vancouver, B.C., V6T 2B5. Closing date: September 30, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. The University encourages all qualified applicants to apply.

to maintain an active clinical practice and participate in clinical or pharmacy practice research. The Faculty of Pharmacy and Pharmaceutical Sciences offers one of the strongest Pharmacy degree programs in Canada. The Faculty has 420 undergraduate and 60 graduate students, and the University of Alberta has approximately 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty and University, the Institute of Health Economics, as well as outside the University. The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 750,000 and the provincial capital. This friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located in one of the largest municipal parks systems in North America and is approximately 35 hours by car from the Canadian Rocky Mountains. The University of Alberta, in addition to having one of the most comprehensive relocation expense policies of any university in Western Canada, also has the most comprehensive policy regarding spousal/partner employment amongst any university in Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all

PHILOSOPHY

THE UNIVERSITY OF WINDSOR invites applications for two tenure track positions in Philosophy commencing July 1, 2001. For details visit our website at www.uwindsor.ca/facultyopenings. Candidates: Dr. Bruce Tucker, Head, History, Philosophy and Political Science, University of Windsor, Windsor, ON N8B 3K4. Tel: 519-253-3000, Ext. 2347; Fax: 519-973-3610, Email: tucker1@uwindsor.ca. **CONCORDIA UNIVERSITY, Faculty of Arts & Science**, is looking for one tenure-track professor specializing in social-political philosophy. Please see our full-page display ad in this issue. **UNIVERSITY OF VICTORIA — Philosophy.** The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal persons. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all



Jack Cole Chair & Director of Pediatric Hematology-Oncology

The Department of Pediatrics and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) seeks applicants for Division Director and for the Jack Cole Chair of Pediatric Hematology-Oncology, the first named professorship in Pediatric Hematology-Oncology established in Canada. The successful candidates will be physicians/scientists or basic scientists with an established record of accomplishment in basic or clinical research and will have the opportunity to cooperate with other researchers at McGill and elsewhere in Montreal. Candidates must have demonstrated strong leadership skills in research and teaching. Laboratory space, shared equipment and start-up funding will be available through the associate McGill University. The Montreal Children's Hospital Research Institute operates on the interests and expertise of its senior scientists. The Jack Cole Chair may also be considered for the position of Division Chair of Pediatric Hematology-Oncology.

Faculty rank will be at Full or Associate Professor and remuneration of the successful candidates will be based on individual qualifications. Applicants should send a statement of interest, CV, names of three references, and an e-mail address prior to October 15, 2000 to:

Dr. Harvey Guyda
Chair, Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tapscott
Montreal, QC H3H 1P3
E-mail: harvey.guyda@mcgill.ca
Telephone: 514-934-4667
Fax: 514-934-4667

Knowledge of both official languages will be an asset. Les candidats/les intéressés doivent avoir une connaissance des deux langues officielles. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all



Department of Music University of Prince Edward Island

- 1 Position: Substantial Replacement (3 months)
- 2 Qualifications: Minimum of Master's Degree in Piano Performance (Doctorate preferred, or near completion)
- 3 Nature of Duties: Teaching Applied Music in Piano, first and second year undergraduate Music Theory, Piano Masterclasses, supervision of student accompanying
- 4 Salary: Rank of Lecturer or Assistant Professor, commensurate with qualifications and experience
- 5 Send applications, three current letters of reference, and a recent performance tape to: Dr. Karen J. Simon, Chair, Department of Music, University of Prince Edward Island, Charlottetown, PEI C1A 4P3. E-mail: ksimon@upe.ca Telephone: 902-566-0702 Fax: 902-566-0777
- 6 Effective Date: January 1, 2001
- 7 Applications close: September 15, 2000 or when position is filled



In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all



Queen's University Faculty of Law (Faculty Appointments)

Queen's University Faculty of Law invites applications for two initial tenure track appointments at the rank of Assistant or Associate Professor, to begin July 1st, 2001. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at Queen's and beyond. The main criterion of interest to the selection committee is academic excellence, as reflected in the candidates' scholarly and teaching record and demonstrated potential. Applicants must have completed, or be close to completing, graduate studies in law. For one of the positions, a demonstrated interest in Tax Law will be an asset.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Each full application should include a curriculum vitae, copies of transcripts, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is November 1st, 2000.

Applications and letters of reference should be sent to:

Dean Alison Harvison Young
Faculty of Law
Queen's University
Kingston, Ontario
Canada K7L 3N6
Telephone: (613) 533-6000, extension 74285
Fax: (613) 533-6509
Email: cyoung@qslvr.queensu.ca

NURSING

THE UNIVERSITY OF WINDSOR invites applications for several tenure-track positions in Nursing commencing July 1, 2001. For details visit our website at www.uwindsor.ca/facultyopenings. Contact: The Director, School of Nursing University of Windsor, Windsor, ON N8B 3P4. Tel: 519-253-3000, Ext. 2255; Fax: 519-973-3610, Email: tucker1@uwindsor.ca.

OCCUPATIONAL THERAPY

THE UNIVERSITY OF BRITISH COLUMBIA — School of Rehabilitation Sciences. Head, Division of Occupational Therapy. The Division of Occupational Therapy is seeking an accomplished leader, administrator, and educator to assume the role of Division Head. Applications are invited for a tenure track position, and appointment will be made at a rank commensurate with qualifications. The Division Head works closely with the Director of the School, faculty staff, students and the wider university and health care community to provide leadership within the occupational therapy program and to promote excellence in the preparation of competent health professionals in the field of occupational therapy. The successful candidate must be eligible to practice occupational therapy be a member in good standing of the Canadian Association of Occupational Therapists (CAOT), and must possess a minimum of three years of recent management experience, evidence of communication and teaching skills are required. This is a full-time tenure track position with an anticipated start date of January 1, 2001, subject to final budgetary approval. The administrative appointment will be for a period of five years (renewable). An appointment may be considered at a professorial rank, depending on the qualifications. Salary will be commensurate

The University of Manitoba
Faculty of Medicine

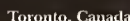
Applications are invited for the position of Head, Department of Internal Medicine, Faculty of Medicine, University of Manitoba and Medical Director of the Medicine Program of the Winnipeg Regional Health Authority (WRHA), for a five year term commencing January 1, 2001 or as soon thereafter as possible. The successful applicant will also be appointed to a full-time, tenured position as a senior academic program manager. The position is a full-time position, divided into three full-time and nineteen full-time and ninety-six part time faculty subspecialty sections and residency programs, with academic responsibilities throughout seven hospitals of the Winnipeg Regional Health Authority and several sites of the Regional Health Authorities throughout this Western Province of 12 million people. The Department has a strong tradition of successful education programs at the postgraduate, postgraduate levels and has research involvement from the bench to the patient.

This University academic department serves as the sole academic resource in Internal Medicine for the Province and the inherent opportunities for creativity and new initiatives are an exciting challenge for the right leader. The department head will have a primary commitment to all academic aspects of Internal Medicine.

Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Internal Medicine by the Royal College of Physicians and Surgeons of Canada is required. Candidates should have a substantial record and achievement in Internal Medicine, as well as extensive experience in teaching and research, and proven administrative experience. The Department is responsible for programs of education at the undergraduate and postgraduate levels.

The University of Manitoba and WRHA encourage applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Interested candidates should submit a letter outlining their interest and suitability for the position, curriculum vitae and the names of three referees by September 15, 2000 to: Dr. Brian Hennen, Dean, Chair Internal Medicine Search Committee, Faculty of Medicine, University of Manitoba, A101-753 McDermott Avenue, Winnipeg, Manitoba, Canada, R3E 0W3



The School of Women's Studies, Faculty of Arts at York University invites applications for a senior appointment at the Associate or Full Professor level in the area of feminist theory and/or methodology, starting July 1, 2001. The position may carry tenure at the outset.

The School of Women's Studies is a progressive, dynamic, interdisciplinary unit bringing together all Women's Studies resources at York under one administrative structure: a vital undergraduate programme integrating three faculty-based units; a free-standing interdisciplinary graduate programme with 27 M.A. and 44 Ph.D. students; the Centre for Feminist Research; the Nellie Langford Rowell Library; the community-based Bridging Programme for Women; and the journal *Canadian Woman Studies/les cahiers de la femme*. The School serves as an interdisciplinary and bilingual home for undergraduate and graduate students and for faculty members involved in feminist research, scholarship, and teaching.

The successful candidate must have a proven record of excellence in research, teaching and publications in feminist theory and/or methodology with a focus on one or more of the following: Anti-Racist Theory; Cultural Studies; Feminism in a Global Context; Post-Colonial Theory; Sexualities/ Queer Theory. The candidate will have an international reputation as a scholar and will demonstrate a clear commitment to on-going research in the field of Women's Studies. The candidate will provide leadership in graduate and undergraduate teaching and supervision, and contribute to multi-faceted activities of the School community.

Applicants should send, by Monday, October 30, 2000, a letter of application outlining their research and teaching interests and a curriculum vitae, and ensure that three letters of reference are sent to: Professor Varpu Lindström, Chair, School of Women's Studies, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, CANADA.

For many years, York University has had a policy of employment equity including affirmative action for women. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action programme. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. The School of Women's Studies welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. Please note that only candidates from these three groups who self-identify will be considered within the priorities of the affirmative action program.

A copy of the affirmative action program can be obtained by calling the School of Women's Studies at 416-650-8144, ext. 3, or the Affirmative Action Office at 416-736-5713.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

sample of work and cv should be sent to: James O. Young, Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 2Y4. Telephone (250) 321-7512, Fax (250) 321-7511, Email: jyoung@uvic.ca; Website: www.uvic.ca/philosophy. Applicants should arrange for three letters of reference to be sent directly to the Chair. Submission deadline, inclusive of letters of reference, is November 15, 2000.

PHYSICS

ROYAL MILITARY COLLEGE — The Physics Department of the Royal Military College of Canada in Kingston, Ontario invites applications for a tenure track position at the assistant

The required qualifications are a PhD in physics or a related field, an acceptable record of publications in the area of interest, and a proven ability to teach. Preference may be given to candidates who have demonstrated research interest in Remote Sensing and/or Space Science. A minimum English level may be considered for outstanding candidates who are in the final stages of a PhD program. The successful candidate will be expected to teach in French at the undergraduate level in physics laboratory, and to participate in the supervision of graduate students and to advise students in the laboratory and in student projects. The candidate will also be actively involved in graduate-level teaching and supervision of students in Space Science and Physics and will be required to conduct active research programs in a field compatible with the interests of the Space Science Department. This is a bilingual position, which requires an ability to teach, comprehend and communicate in French. The successful candidate will be required to provide instruction with a required linguistic profile of **FFFFFNN**. Preference will be given to staffing the bilingual position with a candidate who has an established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. The successful candidate will be required to have an appropriate level of background qualifications and experience for the successful applicant. The salary range for this position is \$53,975 - \$58,765 for the 1995/2000 term. The appointment will be subject to a probationary period of 12 months. The successful candidate will receive their curriculum vitae including a summary of research interests, sample publications and a list of letters of recommendation to the Human Resources and Recruitment Office of the University of Ottawa.

de stage de trois ans. Un curriculum vitae, accompagnant d'un sommaire des intérêts de recherche, quelques exemples de publications et trois lettres de recommandation, doit être enjointé à la candidature. Les candidats doivent être des personnes humaines civiles (Kingston), des ressortissants canadiens (Kingston, PC 17000, Succursale Foire, Kingston, ON K7K 7B4, Tél. (613) 541-5010, poste 5694, Fax (613) 541-5011). Les candidats doivent être âgés de moins de 25 ans au moment de leur candidature. La preuve d'entrée en fonctions est le 1^{er} décembre 2000. La date limite d'acceptation des candidatures est fixée au 15 octobre 2000. Selon la loi sur l'emploi des jeunes, les candidats âgés de moins de 25 ans, selon leurs moyens et citoyens du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Les candidats doivent fournir une lettre de motivation, une lettre de recommandation, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cmc.ca/cid/>. Le Collège militaire royal du Canada est une institution canadienne qui offre également des stages aux femmes et aux hommes.

UNIVERSITY OF ALBERTA — Experimental Particle Physics. The Department of Physics at the University of Alberta invites applications for a new senior position in experimental particle physics with starting date on or after July 1, 2001. The successful candidate will be appointed with tenure at either the associate or full professor rank depending on qualifications and experience. We are interested in candidates who have an excellent record of leadership and achievement in research and who will complement our existing program. These qualities plus ability and interest in teaching at graduate and undergraduate levels will constitute the important selection criteria. The current program of

Fixed Target Experiments – the HERMES experiment at DESY, Free Kaon Decays (exp. 787 and 788) at CERN, and the KTeV experiment at Fermilab in Muon Decay (exp. 654) at TRIUMF, CAE Rad: radioactive isotope beam physics at TRIUMF and CAE: symmetry breaking (exp. 704) at TRIUMF. The program is designed to provide the time correlation Array (ALTA) and the STACE gamma ray experiment. Potential candidates may find this advertisement of interest to the recruitment program at the University of Alberta. For Canadian citizens and permanent residents not be found, other individuals will be considered. Applicants should send a curriculum vitae and a letter of interest to the recruitment program willing to provide confidential assessments by January 1, 2001 to experimental Particle Physics Search and Selection Committee, Dr. J. Serrano, Department of Physics, University of Alberta, Physics Laboratory, Edmonton, Alberta, Canada T6G 2G1, Tel: (800) 424-9214, E-mail: dserrano@phys.ualberta.ca. The recruitment competition will be organized in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

Employment: The recruitment program is a merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including but not limited to members of visible minorities, and Aboriginal

Senior Postdoctoral Fellow — Experimental Neuroimaging Astrophysics. The Department of Physics at Queen's University invites applications for a postdoctoral fellowship in the Physics Neuroimaging Observations (PNO) project. The position is primarily in the area of statistical and data analysis. Data analysis and equipment development are active efforts both at Queen's and in Subury. A recent PhD in experimental nuclear or particle physics is required. The position involves a high level of collaboration, curriculum vitae, and three letters of reference to Professor A.L. Hallin, Department of Physics, Stirling Hall, Queen's University, Kingston, Ontario K7L 3N6, Canada. In accordance with Canadian Immigration regulations, the position is available only to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

UNIVERSITY OF ALBERTA — Avedh Bhatia
Women's Post-Doctoral Fellowship. The

Women's Port-of-Call Fellowship This award, established by Mrs. June Bhata in memory of the late Professor Bhata, is awarded to a woman of proven academic excellence and demonstrated potential for excellence in research. Active fields of research in our Department include experimental and theoretical astrophysics, geophysics, geology (including cosmology), geophysics, and environmental physics, condensed matter, and materials physics, and with the possibility of renewal for a second year. Minimum salary is \$30,000 per annum. The term of the fellowship is negotiable, however, must be before the end of the calendar year. It is required that the awardee be held at the University of Alberta. All applications should be sent to the Department of Physics, University of Alberta, 116 Physics Building, Edmonton, Alberta T6G 2G9. For more information, contact the Port-of-Call Fellowship Committee, Rm. 402, Avaya Shih Physics Lab, Department of Physics, University of Alberta, Edmonton, Alberta T6G 2G9. Records arising from this competition will be managed in accordance with provisions of the Access to Information Act and the Freedom of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome applications from all qualified persons, including persons with disabilities, members of visible minorities.

UNIVERSITY OF ALBERTA—A Research Computing System Manager. The Centre for Subatomic Physics at the University of Alberta invites applications for the position of Research Computing System Manager, a permanent full-time position, to begin January 2001. Applicants should hold a PhD degree in physics or computing science. The applicant should have experience in managing computer networks in a research environment, preferably in the Subatomic Physics area and should be familiar with UNIX and operating systems. In addition, the applicant should have experience with one or more of the computer languages: FORTRAN, C and C++. The main responsibility of the successful applicant will be to ensure the efficient running and development of Research Computing Systems.

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UNIVERSITY OF ALBERTA – Faculty Position
In Geophysics. Applications for a Tenure track Assistant Professor position within the Department of Geophysics and Earth Science. The successful candidate will seek individuals with strong backgrounds, proven research ability or potential, and excellent communication and leadership skills. We offer a stimulating and vigorous, well-funded research program and will assist in undergraduate and graduate teaching in Geophysics and Physics. Work will include research in the areas of seismicity, applying but to complement current research strengths (see <http://www.geophysics.ualberta.ca>) preference will be given to Environmental and Earth Scientists with backgrounds in fundamental and/or theoretical studies in fluid flow processes, micro-seismicity, or near-surface methods (e.g., seismic tomography, surface wave analysis, Global/Thematic Seismologic, with theoretical/Computational backgrounds focusing on the imaging and interpretation of large scale structures, and/or the development of new techniques carrying out experimental/theoretical studies of the physical properties of minerals and fluids under extreme pressures and temperatures. Research in these areas and related fields may be awarded for individuals wishing to complete postdoctoral research. In exceptional cases, the appointment may be at a higher level. The University of Alberta offers a world class research environment including one of the largest research facilities in the world, the largest supercomputer in Canada, and a state-of-the-art electronics and machine shop support, field equipment for geophysical studies, and a growing research program in the areas of geophysics and geophysics (see <http://www.geophysics.ualberta.ca>). Early applications are encouraged as evaluations will be made on a rolling basis. Candidates should send a detailed curriculum vitae including a list of publications, a detailed research plan, a teaching profile that includes a list of courses taught, and a list of references to geophysics search & selection committees. Please send your application to: Dr. J. R. Easton, University of Alberta, 4121 Avondale Street, Physics Lab, Edmonton, Alberta, Canada, T6G 2N1. Fax: (780) 492-0742. E-mail: geophysics@ualberta.ca. Please indicate your preferred position and be made in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPA). The University of Alberta is an equal opportunity employer and is committed to the principle of equity in employment. We welcome diverse and encourage applications from persons of all backgrounds, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS & COMPUTING

WILFRID LAURIER UNIVERSITY — The Department of Physics and Computing invites applications for two tenure-track positions in Computing, effective July 1, 2001, subject to a successful interview process. We are seeking several bachelor degrees in Computing, including two honours degrees, one of which encompasses a unique mix of computer science and physics. The successful candidates will be expected to also collaborate with Laurier's School of Business and Economics to offer a double degree program in computing and economics. The Department also teaches computer science, mathematics, and applications, including graph theory, algorithms, pattern recognition, image processing, and computer graphics. Areas of research include, and candidates should have, a strong background in, and contributions to, in a particular technology, which is known for its impact on a range of applications. Candidates from all areas of computer science and computer engineering are encouraged to apply. The successful candidates will receive a PhD degree, either completed or in progress, in computer science, computer engineering, or closely related field, with a strong computer science background. The Department participates in the ATOU program of the Ontario government, and is currently undergoing a period of rapid growth. We offer a competitive salary and benefits package, outline of research interests and a broad professional and evidence of teaching experience, and arrange to have three letters of reference sent. For more information, contact Dr. Robert Smith, UHRI, Department of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario, N2L 2S5 (by email to RSmith@uwaterloo.ca). A smoke-free environment is maintained on campus. We are situated within the heart of the highest rated "golden triangle" region of Ontario. The University is committed to employment equity, and encourages applications from women, minorities, and members of visible minorities, along with people with disabilities. We are an equal opportunity employer. For more information, contact Canadian citizens and permanent residents. For more information on the Department, visit our web page at <http://www.phys.uwaterloo.ca>.

CAREERS CARRIÈRES

PLANT AGRICULTURE

UNIVERSITY OF GUELPH — The Department of Plant Agriculture at the University of Guelph invites applications for a tenure-track faculty position in Turfgrass Management. The position is available July 1, 2001. Research opportunities will encompass management studies in turf grasses for golf courses, urban landscapes, sports fields and sod production. Research specializations may include plant physiology, plant pathology, plant ecology or plant-soil relationships. Participation in teaching at the graduate, undergraduate and diploma level is required. The incumbent will be required to provide a leadership role in the interdisciplinary research and teaching group at the Guelph Turfgrass Institute. The Guelph Turfgrass Institute, Canada's largest and most active turfgrass research and training facility, operates as a partnership between the Ontario Turfgrass Industry, the University of Guelph, and the Ontario Ministry of Agriculture, Food and Rural Affairs. This appointment is subject to final budgetary approval. Requirements: PhD in horticulture, agronomy, plant science, or related discipline with demonstrated specialization in the turfgrass science. Desired: Postdoctoral level in turfgrass science, expertise in field research related to turfgrass production systems, demonstrated ability to attract outside funding, excellent interpersonal, oral and written communication skills. Applicants must send a curriculum vitae, University transcripts, a detailed statement of research and teaching interests related to the position and the names of three referees to: Dr. J.C. Swanton, Chair, Search Committee, Department of Plant Agriculture, Crop Science Building, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Applications will be accepted until October 31, 2000. Please see our web page (<http://www.turf.ca/facultyopenings>) for details on the position. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

POLITICAL SCIENCE

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in Political Science commencing July 1, 2001. For details visit our website at www.uwindsor.ca/facultyopenings. Contact: Dr. Bruce Tucker, Head, History, Philosophy and Political Science, University of Windsor, Windsor, ON, N9B 3P1. Tel: 519.253.3000, Ext. 2347; Fax 519.971.3610; Email: tuckerb@uwindor.ca

CONCORDIA UNIVERSITY Faculty of Arts & Science, has up to four tenure-track positions available — two in the field of Comparative Politics (Western European and Eastern European), one in the field of Public Policy and Administration, and one in the area of International Political Economy. Please see our full-page display ad in this issue.

CARLETON UNIVERSITY — Department of Political Science and College of the Humanities. Subject to budgetary approval, the Department of Political Science and the College of the Humanities seek applications for a shared tenure-track appointment at the rank of assistant professor effective July 1, 2001. The successful candidate will demonstrate expertise in political philosophy with a specialization in non-western thought. In Political Science, the ability to teach a graduate course in democratic theory would be an asset. In the College of the Humanities the ability to teach an undergraduate core seminar in either Myth and Symbol (using sources drawn from ancient India, China, the Ancient Near East and Greece); or Science, Language and Power (studying the modern world in terms of continental philosophy, political affairs and cultural history) is required. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including curriculum vitae and the names of at least three referees, should be made by September 30, 2000 to: Dr. Glen Williams, Professor and Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6.

PSYCHOLOGY

THE ROTMAN RESEARCH INSTITUTE, BAYCREST CENTRE FOR GERIATRIC CARE — Cognitive Psychologist. The Rotman Research Institute, Baycrest Centre for Geriatric Care (fully affiliated with University of Toronto), PhD, or equivalent, with at least 2 yrs postdoctoral experience. This is a full-time research position located at a geriatric centre in Toronto, with eligibility for cross-appointment at the Assistant or Associate Professor level at the University of Toronto. We are looking for a cognitive psychologist who has an interest in aging, neuropsychology, or cognitive neuroscience. The Rotman Research Institute focuses on behavioral and neuropsychological studies of memory, attention, and perception. Excellent ERP and neuropsychological facilities are available. The candidate will develop and secure funding for an independent research program. We encourage applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed solely to Canadian citizens and permanent residents. Submit a covering letter describing current research interests and future research goals, a CV, up to 3 reports and letters sent independently from 3 referees by November 15, 2000 to: Dr. Fergus Craik, Chair Search Committee, The Rotman Research Institute, Baycrest Centre for Geriatric Care, 3550 Bathurst Street, Toronto, Ontario M6A 2E1. Fax: (416) 785.2474; Email: rotmanadmission@utoronto.ca

THE UNIVERSITY OF WINDSOR invites applications for four tenure-track positions in Psychology commencing July 1, 2001. For details visit our website www.uwindsor.ca/facultyopenings. Contact: Dr. Shaghayegh Hamed, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P1. Tel: 519.253.3000, Ext. 2315; Fax: 519.973.7021; Email: towen@uwindor.ca

SIMON FRASER UNIVERSITY — **SPURVIEW** Joint Position in Clinical Neuropsychology. The Department of Psychology at Simon Fraser University invites applications for a limited term Assistant Professor specializing in Clinical Neuropsychology. This is a full-time, renewable (but non-tenure track) position, beginning October 2000 or thereafter. The successful candidate will be engaged in teaching and research at SFU, as well as providing clinical, educational and research services at Riverview Hospital, an affiliated 800-bed psychiatric facility. We are seeking a human neuropsychologist with a strong research record, a commitment to graduate and undergraduate teaching, superior training, and extensive clinical experience in a psychiatric and/or neurological setting. The successful candidate will possess a PhD in Psychology from a recognized university and will be eligible for registration with the College of Psychologists of B.C. In return, we offer excellent opportunities for collaborative and interdisciplinary research continuing access to a large clinical population, and contact with bright and enthusiastic students in a beautiful setting atop Burnaby Mountain on the outskirts of Vancouver. The Department's web page can be accessed at <http://www.sfu.ca/psychology>. Salary will be commensurate with qualifications and experience. To apply, please submit a letter of interest, c.v., and three letters of reference by October 13, 2000 to: Dr. William R. Kline, Chair, Department of Psychology, Simon Fraser University, 8888 University Ave., Burnaby BC, Canada V5A 1S6. All appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SIMON FRASER UNIVERSITY — **Assistant Professor in Social/Personality Psychology.** The Department of Psychology at Simon Fraser University invites applications for a tenure-track position at the Assistant Professor level in Social/Personality Psychology. Applicants with a PhD in any area of social and/or personality psychology and a strong record of research accomplishment will be considered. The Department is undergoing significant restructuring and will afford unique opportunities to the successful candidate. We expect the Social/Personality area to be led by a Canada Research Chair. The Department's web page can be accessed at <http://www.sfu.ca/psychology>. Please submit a curriculum vitae, three letters of reference, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. William R. Kline, Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Deadline for receipt of applications is October 27, 2000. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SIMON FRASER UNIVERSITY



FACULTY POSITIONS IN BUSINESS ADMINISTRATION

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in:

- MANAGEMENT INFORMATION SYSTEMS
- FINANCE
- MANAGERIAL ACCOUNTING/FINANCIAL ACCOUNTING
- ORGANIZATIONAL BEHAVIOR/HUMAN RESOURCE MANAGEMENT
- ORGANIZATIONAL DEVELOPMENT
- MANAGEMENT OF TECHNOLOGY

* (Candidates must have the ability to teach in MOT and another business discipline.)

Ph.D. in hand or near completion required. **RANK:** Assistant or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate and executive levels. **START DATE:** September 2001 or at a mutually agreed upon time.

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

- Send curriculum vita and the names of three referees to: Diane Lesack, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 CANADA
- E-MAIL: lesack@sfu.ca FAX: 604-291-5833
- The search will close on November 30, 2000 or when the positions have been filled.



SEED GRANTS FOR INDIA STUDIES 2001-2002

The Shastry Indo-Canadian Institute invites applications from Canadian universities for Seed Grants offered for 2001-2002. Seed Grants are awarded to Canadian universities for events or activities that may have a catalytic effect in promoting or enhancing India Studies at their university.

Application Information:

- The maximum grant will be \$5,000 per institution and only one grant will be made to any institution each year. Awards will not be given to the same institution in successive years. Joint applications are welcome.
- While institutions with established India Studies programmes are welcome to apply, preference will be given to institutions without such programmes.
- Criteria for adjudication include:
 - The innovative quality of the proposal.
 - The likelihood of the proposal resulting in an enhancement of India Studies.
 - The commitment of the institution to maintain such an enhancement.
- Applicants should indicate clearly:
 - The expected benefits of the grant.
 - The institution's commitment to realizing these benefits.
- The Institute's India Studies Committee will consider applications at its March 2001 meeting.

Applications must be received by February 1, 2001 at the following address. (Please note that facsimile or e-mail will not be accepted.)

Programme Officer — Development Studies
Shastry Indo-Canadian Institute, 1402 Education Tower
2500 University Drive, NW, Calgary AB, T2N 1N4
Tel: (403) 220-7467 Email: slci@ucalgary.ca
Fax: (403) 289-0100 Website: <http://www.ucalgary.ca/~slci>

The funding of this Programme is subject to budgetary constraints



Vice-President (Research)

On the edge and leading the way. The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The University of Calgary invites applications and nominations for the position of Vice-President (Research), to commence July 1, 2001.

The Vice-President (Research)

The Vice-President (Research) is responsible for leading the university's research enterprise. Key responsibilities include: advocating the importance of university research and scholarly activity; maintaining liaison with provincial, national and international research institutions, granting agencies, business and industry, and governments; identifying and facilitating new research; promoting technology development and transfer; and overseeing the functions of the Office of Research Services, university research institutes and centres, and university chairs and professorships.

Candidates for the position of Vice-President (Research) must have a demonstrated record of academic, scholarly, and administrative achievement and leadership, as well as a commitment to excellence in research and scholarship. An ability to communicate effectively with academic colleagues, students, committees, Board of Governors, General Faculties Council, government, and members of the community at large, is vital.

The University of Calgary

The University of Calgary is located in the City of Calgary, a dynamic and growing city of more than 800,000 people in the foothills of the Rocky Mountains. Having 25,000 full and part-time undergraduate students, 3,300 graduate students and 3,500 academic and support staff, the University of Calgary is a vigorous place of education and scholarly inquiry with growing national and international stature. It is one of Canada's ten most research-intensive institutions with over \$110 million in external research funding in 1999-2000, and more than 30 research chairs supported by government and/or industry. As a result of the Canada Research Chairs program, the number of research chairs will increase to more than 100 within five years.

Applications/Nominations

The deadline for applications/nominations is October 31, 2000. Please respond in confidence with a covering letter and curriculum vitae, or submit nominations, to: **Dr. George Ivany**, Academic Search Canada Inc., #2000 — 1188 West Georgia Street, Vancouver, BC, V6E 4A2. (Fax: 604-687-4054, e-mail: ivanyg@home.com)

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca



The UNIVERSITY of WESTERN ONTARIO

Department of Economics Academics Vacancies 2001-02

The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2001 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, tenure track or tenured positions.

Professor

Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada for one position, otherwise this ad is directed to Canadian citizens and permanent residents of Canada. Appointments at the rank of full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision, and some administrative duties. Fully competitive salary and other conditions.

Associate Professor or Professor (Macroeconomics)

Candidates for the Associate Professor or Professor position must be scholars of international reputation and good teachers. Outstanding candidates in the area of macroeconomics will be considered. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada for the position of Associate Professor or Professor. Appointment at the rank of Associate Professor will be limited-term or tenure track and may be made with tenure from the outset. Appointment at the rank of Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision, and some administrative duties. Fully competitive salary and other conditions.

Assistant Professors & Associate Professor

At Assistant level, consideration will be given to applicants with a PhD (or expected in 2001), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada for one position at the rank of the Associate Professor rank; otherwise this ad is directed to Canadian citizens and permanent residents of Canada. These are tenure track and limited-term positions. Appointments at the rank of Associate Professor may be made with tenure from the outset. Any candidate who has not completed his or her PhD or equivalent qualification at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, research, supervision, and some administrative duties. Fully competitive salary and other conditions.

Lecturer

An M.A. in Economics or equivalent qualification and excellence in teaching are required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. These are limited-term positions, and initial appointments may be made for periods of not less than four months and not more than three years. Appointments may be made on a part-time basis. Duties of Lecturers include teaching various undergraduate courses in Economics, including Principles of Economics. Fully competitive salary and other conditions. Appointments effective September 1, 2001.

Applicants should contact the Chair, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Positions are subject to budgetary approval. Closing date for receipt of applications is November 10, 2000.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

CAREERS



Dalhousie University • QEII Health Sciences Centre Department of Medicine Biostatistician

The Department of Medicine, Dalhousie University and QEII HSC seeks applications for a Biostatistician. The Department is committed to increasing research awareness, commitment, quality and productivity. The position, instrumental to achieving departmental research objectives, will provide leadership, collaboration and direction for a variety of biostatistical services that include consultation and assistance with the development, monitoring, and analysis of research projects. s/he will supervise the Department's database consultant.

The successful applicant will have a Masters degree in Biostatistics with approximately two years of progressively responsible statistical consulting training and experience with the design and management of large databases. Knowledge of medical/scientific terminology required. Experience in health research would be an asset.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal People, persons with a disability, racially visible persons and women.

Please send application and the names of three referees to: Dr. David Anderson, Chair Search Committee, QEII Health Science Centre, Room 477, Bethune Building, 1278 Tower Road, Halifax, NS B3H 2Y9

Closing date 30 days from date of this publication



Schulich
School of Business
York University

Tenure-Stream Position Organizational Behaviour

The Schulich School of Business at York University in Toronto, Canada, invites applications for a tenure-stream opening commencing

Preferred candidates will:

- have a strong commitment to scholarly research and publication
- provide evidence of effective teaching
- possess a completed doctorate
- be qualified to teach in PhD, Masters and Undergraduate programs

July 1, 2001.

The deadline for receiving applications is December 1, 2000.

Salary and benefits are competitive. Rank may vary by area; salary is negotiable. These positions are subject to budgetary approval. Applications are encouraged from women, visible/racial minorities, aboriginal people and persons with disabilities.

Please send curriculum vitae to:

Christine Oliver
Organizational Behaviour Area Coordinator
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
Canada M3J 1P3
www.schulich.yorku.ca



McMaster University Faculty Positions Department of Electrical & Computer Engineering

McMaster University has identified "Information Technology" as an area of strategic priority. This area which includes both Electrical and Computer Engineering is receiving special attention in terms of resource reallocation and faculty renewal. The Department of Electrical and Computer Engineering is seeking new faculty members at all ranks in the broad area of information technology with special emphasis on all areas of computer engineering, including data and network communications, microelectronics, communication systems, wireless technologies and Internet multi-media technologies.

Qualified candidates will have a strong commitment to research and teaching with the ability to establish or maintain a dynamic research program in their fields of expertise. They will also have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students.

McMaster University has an outstanding research environment and is well known for its innovation in teaching and program development. The Electrical and Computer Engineering Department has strong ties with government and industrial research laboratories throughout the world and is well positioned to take advantage of many new research opportunities in the area of telecommunications and information technology.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Rank and salary are commensurate with qualifications and experience.

Further information on the department is available from <http://ece.mcmaster.ca>.

Applications complete with a curriculum vitae and the names of three references should be sent to: Dr. W. D. Capson, Acting Chair, Department of Electrical and Computer Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L7; Telephone: 905-525-9140, ext. 24826; Fax: 905-523-4407; e-mail: macdonald@mcmaster.ca.

and Permanent Residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

SIMON FRASER UNIVERSITY - Lectureship in Psychology. The Department of Psychology at Simon Fraser University invites applications for a Lectureship in Psychology. Applicants with a PhD in any area of psychology and a strong record in teaching and research are considered. Primary responsibilities will include teaching Introductory Psychology classes (PSY 100 and PSY 101) and other introductory psychology courses, supervising and assisting students in their research projects, preparing and supervising student projects, and overseeing the introductory psychology laboratory. The Department is undergoing significant restructuring and will afford unique opportunities to the successful candidate. The Department's web page can be accessed at <http://www.sfu.ca/psychology>. Please submit a curriculum vitae, three letters of reference, three copies of representative publications, record of teaching experience, and research interests to: Dr. William R. Kline, Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Deadline for receipt of applications is October 27, 2000. This position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

UNIVERSITY OF OTTAWA - Psychology. Sous-réserve d'admission de l'école de psychologie de l'Université d'Ottawa prévoit combler deux postes de professeur adjoint en psychologie conduisant à la permanence à compter du 1er juillet 2001. Ces postes seront au niveau de professeur adjoint (niveau de 2e des méthodes quantitatives en psychologie). Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais est essentielle de l'ensemble de la salve minimale. 48 000 \$ l'est compétitif et reconnu à l'année d'expérience universitaire. Des fonds de démarrage sont aussi prévus. Les candidats devraient être soumis avant le 15 décembre 2000. Une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants qui adressent des lettres de référence, ainsi que les trois à part de deux publications pertinentes ou tout autre document constituant une contribution académique au: Dr. Pierre Mercier, Directeur adjoint, École de psychologie, Pavillon Lamoureux, Université d'Ottawa, Ottawa, Ontario, Canada K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants légitimes. L'Université a une politique d'équité en matière d'emploi et elle encourage fortement les demandes provenant des femmes.

UNIVERSITY OF OTTAWA - Psychology. École de psychologie de l'Université d'Ottawa invite des candidats pour un poste au rang d'adjoint, conduisant à la permanence, dans le cadre du Programme d'appui aux professeurs universitaires du CSRS (http://www.csrs.ottawa.ca/programmes/adjoint.html). Pour être admissible au programme, vous devez être citoyen canadien ou résident permanent au Canada à la date limite de présentation des demandes ou un homme ou une femme autochtone. Vous devez être un docteur dans l'un des domaines appuyés par le CSRS ou prévoir satisfaire à toutes les exigences de votre doctorat, y compris la soutenance de thèse, avant la date prévue de votre entrée en fonction. La maîtrise du français et de l'anglais est essentielle de l'ensemble de la salve minimale (minimum 48 000 \$) est compétitif et reconnu à l'année d'expérience universitaire. Des fonds de démarrage sont aussi prévus. Les candidats devraient être soumis à l'école avant le 1er octobre 2000 pour une transmission éventuelle au CSRS le 1er novembre et l'entrée en fonction le 1er juillet 2001. Prévoir d'adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants qui adressent des lettres de référence, ainsi que les trois à part de deux publications pertinentes ou tout autre document constituant une contribution académique au: Dr. Pierre Mercier, Directeur adjoint, École de psychologie, Pavillon Lamoureux, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

UNIVERSITY OF OTTAWA - Psychology. Subject to budgetary approval, the School of Psychology of the University of Ottawa anticipates filling two tenure-track positions effective July 1, 2001, at the Assistant Professor level. Priority will go to applicants in the areas of (1) clinical psychology and (2) quantitative methods in psychology. Applicants should meet the following requirements: Doctorate in Psychology and research competence in French in French and English is essential. The salary (minimum \$48,000) is competitive and is adjusted as a function of experience. Startup funds are also available. Applications should be received before December 1, 2000. Submit a letter of application, curriculum vitae, names and addresses of three individuals who will be sending letters of reference, and reprints of two recent publications in refereed journals or other visible evidence of scholarly publications to: Dr. Pierre Mercier, Assistant Director, School of Psychology, Lamoureux Hall, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University of Ottawa priority and the University strongly encourages applications from women.

UNIVERSITY OF OTTAWA - Psychology. The School of Psychology at the University of Ottawa anticipates filling two tenure-track positions effective July 1, 2001, at the Assistant Professor level. Priority will go to applicants in the areas of (1) clinical psychology and (2) quantitative methods in psychology. Applicants should meet the following requirements: Doctorate in Psychology and research competence in French in French and English is essential. The salary (minimum \$48,000) is competitive and is adjusted as a function of experience. Startup funds are also available. Applications should be received before December 1, 2000. Submit a letter of application, curriculum vitae, names and addresses of three individuals who will be sending letters of reference, and reprints of two recent publications in refereed journals or other visible evidence of scholarly publications to: Dr. Pierre Mercier, Assistant Director, School of Psychology, Lamoureux Hall, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University of Ottawa priority and the University strongly encourages applications from women.

UNIVERSITY OF ALBERTA - Tenure-Track Position in Applied Developmental Science. The Department of Psychology, Faculty of Science at the University of Alberta, seeks to extend its research in Applied Developmental Science by appointing a tenure-track professor. Individuals who conduct research on human development and especially encouraged to apply (a) infancy and early development; (b) aging; (c) biological development; (d) developmental neuropsychology, behavioral, cognitive, pediatric psychology, motor control and behavioral genetics; (e) language and communication; and (f) learning and motivation related to instructional technology. Skills in advanced statistical modeling are an asset. The expectation is that the successful candidate will secure NSERC, MRC, or equivalent funding. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability, and the potential for interactions with colleagues. In particular, an ability to interact with other specialists in Brain, Behaviour, and Cognitive Science in our department would be an asset.

July 1, 2001. Please send a letter of application, curriculum vitae, names and addresses of three individuals who will be sending letters of reference, and reprints of two recent publications in refereed journals or other visible evidence of scholarly publications to: Dr. Pierre Mercier, Assistant Director, School of Psychology, Lamoureux Hall, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF ALBERTA - Tenure-Track Position in Applied Developmental Science. The Department of Psychology, Faculty of Science at the University of Alberta, seeks to extend its research in Applied Developmental Science by appointing a tenure-track professor. Individuals who conduct research on human development and especially encouraged to apply (a) infancy and early development; (b) aging; (c) biological development; (d) developmental neuropsychology, behavioral, cognitive, pediatric psychology, motor control and behavioral genetics; (e) language and communication; and (f) learning and motivation related to instructional technology. Skills in advanced statistical modeling are an asset. The expectation is that the successful candidate will secure NSERC, MRC, or equivalent funding. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability, and the potential for interactions with colleagues. In particular, an ability to interact with other specialists in Brain, Behaviour, and Cognitive Science in our department would be an asset.

Set further information on this position can be obtained from <http://www.psych.ualberta.ca> or by calling in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Canadian citizens and permanent residents cannot be found, other individuals will be considered for applications. The successful candidate will have a curriculum vitae, a statement of current and future research plans, a description of teaching interests, recent publications, and arrange to have at least three letters of reference. The salary will be commensurate with the position. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

McMASTER UNIVERSITY - Canada Research Chairs in Cognitive Neuroscience. The Department of Psychology at McMaster University anticipates filling one senior tenure-track position at the Associate Professor or Assistant Professor level, and one junior position at the Assistant Professor level. These positions will be designated as Canada Research Chairs. These prestigious positions will be funded through the federal government program, with research support appropriate to the program's goals. Any area of experimental psychology will be considered, but preference will be given to applicants with research interests in cognitive-behavioral neuroscience. We are particularly interested in applicants with an established record of research in the areas of learning and memory, sensory system plasticity, language development, emotion, consciousness, or motor control. However, candidates whose research programs in other areas of behavioral neuroscience are also relevant will be considered. The Department of Psychology has several world class research groups covering the areas of memory and learning, development, animal learning and behavior, and physiology. Our behavioral neuroscientists are specialists in the area of these areas. We have a strong network designed to promote the exchange of information and expertise in the area of behavioral neuroscience and neural imaging. The Psychology building, an excellent facility that will be newly renovated over the next two years, is situated between the Health Sciences building and the new Applied Health Sciences building. We are also engaged in a collaborative effort with the Institute for Applied Health Sciences to extend imaging facilities at McMaster University. To apply, send a curriculum vitae, a short statement of research interests, selected reprints, and the names of three referees to: Dr. Ron Racine, Department of Psychology, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Closing date for applications and supporting materials is December 15, 2000. There is no restriction with regard to nationality or residence and the positions are open to all qualified individuals. We are committed to immigration requirements associated with the CRC program. Interested candidates may learn more about the Department of Psychology at McMaster University by visiting our website at <http://www.psych.mcmaster.ca>.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to three tenure-track positions available in the area of clinical psychology. Please see our full-page display in this issue.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Psychology at the University of British Columbia anticipates filling one senior tenure-track position in Biopsychology and/or Behavioural Neuroscience at the Assistant Professor level beginning July 1, 2001. We are seeking an individual with a strong research record appropriate to a research-oriented doctoral programme, who has a strong commitment to undergraduate and graduate teaching and/or supervision of graduate student research. Applicants whose research can help maintain leadership with the Brain and Behaviour Centre with other UBC Departments and Institutes that participate in the neuroscience graduate programme are especially encouraged. Salary will be commensurate with experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia strongly encourages applications from women. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three

CAREERS CARRIÈRES

letters of recommendation, prior to December 1, 2000, to Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 236 West Mall, Vancouver, B.C. V6T 1Z4.

RADIOLOGY

UNIVERSITY OF SASKATCHEWAN — Academic Radiologist, Tenure Track. The College of Medicine and the University of Saskatchewan invite applications for a tenure track vacancy in the Department of Medical Imaging. The department currently has a need for a Pediatric Radiologist, a Neuroradiologist, and a Vascular/Interventional Radiologist. Applicants from the Royal College of Physicians and Surgeons, or a Fellowship in a subspecialty of Radiology would be beneficial, however, applications from all qualified individuals will be considered. Clinical duties will be established by the Academic Head of Medical Imaging. Applicants must be willing to make a strong commitment to teaching at an undergraduate and graduate level, and to research related activities. The application will be greatly enhanced by the inclusion of any research related publications and/or successes in research. The Department has a research division to support the research interests of faculty members. This position has been developed for advertising at the two-level. Applications are invited from all qualified individuals, regardless of their immigration status. Preference will be given to Canadian citizens but will be given to those with the ability for Royal College certification will be considered. The position is available immediately. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, persons with disabilities, and visible minorities) are encouraged to self-identify on their application. Please forward a letter of application, a curriculum vitae, and the names of three references before September 30, 2000, to: Dr. B. Burdette, Academic Head, Department of Medical Imaging, Saskatchewan, SK S0N 0N6, Fax: 605-655-2370, E-mail: burdette@usask.ca.

QUEEN'S UNIVERSITY — The section of Vascular and Interventional Radiology within the Faculty of Health Sciences at Queen's University, Kingston, Ontario has a position available for a third International Radiologist. The position requires prior training in a subspecialty of interventional radiology and interventional and non-invasive intervention. Prior training in cerebral angiography or an interest and willingness to train in cerebral angiography would be a definite asset. This opportunity is for a physician with the Royal College of Physicians and Surgeons of Canada Certification in Diagnostic Radiology with fellowship training in interventional radiology. The position fulfills the complement of three interventional radiologists serving a catchment area of approximately 450,000. Practice is centered at Kingston General Hospital, which has recently acquired state of the art angiography equipment and serves the major in-patient teaching hospital for Queen's University. The Cancer Clinic of Eastern Ontario is on site, in addition to delivery of clinical services, the successful candidate will participate in the undergraduate and post-graduate education and research objectives of the section of Vascular and Interventional Radiology. Departmental duties may be assigned depending on the successful applicant's experience. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. Application to include curriculum vitae and names of three referees should be directed to: Dr. Doug Walker, Chief, Division of Interventional Radiology, Department of Diagnostic Radiology, Kingston General Hospital, 36 Stuart Street, Kingston, ON K7L 2V7, Tel: 613-545-2321, Fax: 613-548-2412, E-mail: LD182@queensu.ca.

RELIGION

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has one tenure-track position available in the History of Christianity. Please see our full page display ad in this issue.

RELIGIOUS STUDIES

QUEEN'S UNIVERSITY — The Department of Religious Studies at Queen's University invites applications for a tenure track position at the Assistant Professor level, beginning July 1, 2001. We are seeking a broadly prepared specialist in religion in the contemporary multicultural Canadian context. Preference will be given to individuals with additional expertise in one or more of the following areas: religion and society, social science of religion, psychology of religion, or cultural anthropology as it relates to the study of religion. Candidates should (a) be committed to excellence in teaching and research, (b) have ability to teach religious of marginalized groups, (c) have a strong interest in methodological and comparative issues and (d) be prepared to work across disciplinary boundaries. Teaching responsibilities will include both undergraduate and M.A. courses. Completed PhD or equivalent required by commencement of appointment. Publications and teaching experience strongly preferred. Detailed position description available on request. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. Application to include curriculum vitae and names of three referees should be directed to: Dr. Doug Walker, Chief, Division of Interventional Radiology, Department of Diagnostic Radiology, Kingston General Hospital, 36 Stuart Street, Kingston, ON K7L 2V7, Tel: 613-545-2321, Fax: 613-548-2412, E-mail: LD182@queensu.ca.

RENEWABLE RESOURCES

UNIVERSITY OF ALBERTA — Soil Biogeochemistry. The Department of Renewable Resources, Faculty of Agriculture, Forestry and Home Economics, University of Alberta seeks to fill an Assistant Professor, tenure track, teaching position in the area of soil biogeochemistry. Applicants should have a Ph.D. in soil science or in a closely related area. Preference will be given to someone with strong analytical skills and experience in fundamental biogeochemical processes in soils related to element

cycling, contamination transformation, and soil biogeochemistry in agricultural and forested landscapes. The Faculty emphasizes excellence in teaching evidence of teaching philosophy and teaching methods to enhance the proposed courses is desirable. Teaching responsibilities may include courses in soil environmental biogeochemistry and/or biogeochemistry and soil remediation and waste management for students in agriculture, forestry and environmental and conservation sciences and an advanced course in soil biogeochemistry. The successful applicant is expected to develop an externally funded research program leadership is expected from the applicant for the development of collaborative research, teaching and technology transfer activities both within the University and with partner industry and government in land and resource management. Position available January 1, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The Assistant Professor salary range is \$42,054 to \$53,236. The Selection Committee will begin selection on November 20, 2000. A letter of application, outlining research, teaching and technology transfer interests, a curriculum vitae, a teaching dossier and names of three referees should be sent to the Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta T6G 2H1. Additional information about the Renewable Resources Department, the Faculty of Agriculture and the Environmental and Conservation Sciences program is available from the Department website at: <http://www.usask.ca/rre/>. The records arising from this competition will be managed in accordance with provisions of the Access to Information Act and the Freedom of Information Act. The University of Alberta is an equal opportunity employer. All qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

SOCIAL WORK

THE UNIVERSITY OF WINDSOR invites applications for tenure-track positions in the School of Social Work commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Frank Hawkins, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 3067; Fax: 519-973-7036; Email: hawkins@uwo.ca.

UNIVERSITY OF BRITISH COLUMBIA — Assistant or Associate Professor, First Nations, School of Social Work and Family Studies. Applications are invited for an Assistant or Associate Professor, tenure stream position. MSW in Social Work required. PhD preferred. The successful candidate will be expected to advance First Nations studies, the development of an integrated First Nations BSW degree, and liaison with First Nations communities. The candidate will teach undergraduate (BSW) and graduate level (MSW) courses related to social work practice and/or policy. Demonstrated ability to teach and supervise students in research in scholarly activities, broad and substantive knowledge of, and experience in First Nations

cultures and issues, and ability to liaise with First Nations communities, organizations and students will be criteria in selection. Preference will be given to First Nations applicants. In 1999, the Social Work program joined with Family Studies to create the new School of Social Work and Family Studies. Faculty members cooperate and participate at all levels including research, development of courses and administrative responsibilities. The School is housed in a recently constructed building with teaching and research facilities. Closing Date: December 10, 2000, or until suitable candidate is found. Applications and curriculum vitae for the position, together with the names of three referees, should be forwarded as soon as possible to: Professor Graham Richey, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, B.C. V6T 1Z2 Canada. The University of British Columbia is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

SOCIOLOGY

QUEEN'S UNIVERSITY — The Department of Sociology at Queen's University invites applications from excellent teachers and researchers for a tenure-track appointment at the assistant professor rank, commencing July 1, 2001. The Department is seeking a specialist in a broad range of sociological theory who is able to teach core theory courses at both the undergraduate and graduate levels. Candidates should possess a PhD degree in Sociology. Salary is commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval, the appointment will begin July 1, 2001 or as soon thereafter as approval is received.

VICE-PRESIDENT INDIA OFFICE 2001-2002

The Shastri Indo-Canadian Institute invites applications for the position of Vice-President (India Office), from Canadian academics who will be on sabbatical or administrative leave in 2001-2002.

Application Information

The Institute is a consortium of twenty-one Canadian universities and the Canadian Museum of Civilization that offers a variety of programmes in India Studies, Canadian Studies, and Development Studies. The ideal candidate will be a senior academic with substantial administrative experience, a thorough familiarity with the Shastri Institute and its activities, and the capacity to deal effectively with civil servants, diplomats, and academics. The remuneration includes furnished accommodation in central New Delhi, the use of a car for official purposes, and a living, travel and research allowance. Since part of the remuneration is in the form of a research fellowship, the candidate should have a research proposal related to India. Applications should include the following materials:

- a cover letter explaining the candidate's suitability for the position
- a curriculum vitae
- a formal research proposal (Application form available from the Programme Officer)
- a letter from the appropriate university authority stating that, if appointed, the candidate will be released from institutional duties between July 1, 2001 and June 30, 2002.

Applications must be RECEIVED by October 30, 2000 at the following address. (Please note that facsimile or email will not be accepted.)

The President, Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, NW
Calgary AB, T2N 1N4
Tel: (403) 272-6767 Email: soci@ucalgary.ca
Fax: (403) 269-0100 Website: <http://www.ucalgary.ca/~sici>

The funding for this Programme is subject to budgetary constraints.

2000 Sarah Shorten AWARD 2001

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 2001 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support (please indicate your willingness to release your letter to the recipient of the award).

The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project activity or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 2001 Sarah Shorten Award is January 31, 2001, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:
Status of Women Committee
CAUT, 2675 Queensview Drive
Ottawa, ON K2B 8K2

Appel de candidatures

Le Comité du statut de la femme de l'ACPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 2001.

Initié en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront présentées de nouveau seront acceptées.

Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui (prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate).

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPU sont les suivants :

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantage à l'un ou l'autre ou tous les groupes de femmes (professeurs, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en œuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel;
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être celle d'un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

Date limite:

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 2001 est le 31 janvier 2001, mais le Comité du statut de la femme de l'ACPU acceptera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante :
Comité du statut de la femme
ACPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

CAREERS CARRIÈRES

University, Kingston, Ontario, Canada K7L 3N6. Applicants should also arrange for three reference letters to be sent to the same address. The closing date for receipt of applications is October 13, 2000. The Department offers BA, MA and PhD degrees in Sociology. Further information about the Department and University is available on the World Wide Web at chippit.queensu.ca.

THE UNIVERSITY OF CALGARY, Department of Sociology invites applications for a full-time tenure-track position at the rank of assistant professor effective July 1, 2001. We seek a specialist in structured social inequality with an active, productive research program and a teaching interest in the area. Applicants should also be prepared to teach at least one of the departments required undergraduate courses in the areas of social theory, statistics, or research methods. A completed PhD at the time of appointment, a demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity or the demonstrable potential to develop such a record are required. The Department has nearly 400 undergraduate majors, and offers B.A., M.A., and PhD degrees. Applicants may find more information on the Department at www.socsci.ucalgary.ca. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of written work, and any available teaching evaluations should be sent by November 1, 2000 to the following address: Applicants should also arrange for three letters of reference to be sent to the same address or fax number. Richard A. Warner, Head, Department of Sociology,

University of Calgary, Calgary, Alberta, Canada T2N 1N4, Fax: (403) 282-3288. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Criminology commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/criminology. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253-3000, Ext. 2190, Fax: 519 971-3621, Email: lynnephillips@uwindsor.ca.

UNIVERSITY OF ALBERTA — Department of Sociology, The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of things anticipated over the next several years will secure for the faculty the lively and productive intellectual environment on which it prides itself. The Department of Sociology invites applications for the position of Assistant Professor, Globalization, and community. The first-level of the Assistant Professor salary range, effective for the 2000-2001 university term, is \$42,730 (currently under negotiation). Applicants should submit a letter of application, curriculum vitae, and any other supporting materials, and arrange for three confidential letters of reference to be

sent by November 15, 2000 to: Dr. B.A. Syde, Professor and Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada T6G 2M4, Fax: (780) 492-7156. The records of the University of Alberta are subject to the Access to Information Act and the Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta is an equal opportunity employer. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA — Assistant/Associate Professor of Sociology, Athabasca University, Canada's Open University, invites applications for a tenure track appointment in the Centre for Global and Social Analysis. Candidates for this position should have a doctoral degree in sociology with a broad theoretical knowledge of the discipline. The successful candidate will be expected to supervise sociology courses in such areas as family, gerontology, environmental sociology, and social change, and to develop courses in health areas of expertise. The sociology program is located in the Centre for Global and Social Analysis, which is currently developing interdisciplinary programs in environmental studies and global studies. Experience in distance education, adult education, or other forms of innovative teaching including electronic forms of delivery — will be required as an asset. All candidates will be expected to develop their teaching commitment and competence, and a record of their research and scholarly activity. Athabasca University is located in the town of Athabasca in the beautiful cottage country of north central Alberta 145 km north of Edmonton. It specializes in distance education and delivers university education to approximately 22,000 students per year. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in the university. In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application, a curriculum vitae, and names and addresses of three referees by October 16, 2000 to the Coordinator, Employee Services, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3, Fax: (780) 675-6185 or by e-mail to resumes@athabascau.ca. Further information about this position may be obtained from Dr. Tony Simmonit at (780) 675-6125 or tony@athabascau.ca.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Sociology. Applicants are invited for a three-year contractual appointment at the rank of Lecturer or Assistant Professor commencing January 1, 2001. The person appointed should have an expertise in, and will be expected to teach, classical and modern social theory at the undergraduate and graduate levels. The successful candidate should be willing to supervise honours and graduate students. Applicants are expected to have a completed PhD at the time of the appointment, but applicants who are ABD with a record of scholarly publications may be considered. The closing date for the application is October 31, 2000. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. The position is subject to budgetary approval. Applicants should mail or fax their curriculum vitae, a writing sample, and two examples of written work (either published or unpublished but at least one must be single authored), as well as the names and addresses of three referees to: Dr. Robert Hill, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7, Fax: (709) 737-2015, Electronic Mail: ron.hill@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University of Newfoundland is committed to employment equity in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO AT Scarborough — Sociology. The University of Toronto at Scarborough, Division of Social Sciences, invites applications for a full-time, full-term, full-time tenure-track position in Sociology at the Assistant Professor level, to commence July 2001. The successful candidate will have a research and teaching interest in Ethnic and Race Relations, and will teach undergraduate and graduate courses in the area. Applicants must have a PhD in Sociology by the time of appointment. Successful teaching experience, especially in large classes will be considered an asset. The University of Toronto at Scarborough has a diverse student body, and is located in the City of Toronto where there are about 80 ethnic groups speaking over 100 different languages and dialects. The closing date for applications is 31 October 2000. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and provide names, addresses (including e-mail) of three referees to: The Chair, Division of Social Sciences, University of Toronto at Scarborough, 1285 Military Trail, Toronto, Ontario M1C 1A4. This advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment

Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

SOCIOLOGY & ANTHROPOLOGY

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to three tenure-track positions available for candidates specializing in one or more of the following areas: contemporary theory, social inclusion/exclusion; subjectivity and socialization; culture and representation; and social movements. Please see our full-page display ad in this issue.

SOCIOLOGY & SOCIAL ANTHROPOLOGY

DAHLHOUSE UNIVERSITY — The Department of Sociology and Social Anthropology at Dalhousie University invites applications for a tenure-track position in Social Anthropology at the Lecturer or Assistant Professor level, effective July 1st, 2001, subject to budgetary approval. Applicants are sought with research and teaching specialization in the field of post-colonial North American studies of any geographic area. Preference will be given to applicants whose work will contribute to the department's special areas of interest (Health, Social Inequality, Interculturalism, *voluntarism*, *trydvelopment*), and who will contribute to the general requirements of teaching Social Anthropology at the undergraduate and M.A. levels. Opportunity also exists for involvement, when suitable, in the Department's M.A. O-Program in Sociology. Applicants should possess a Ph.D. degree or a Ph.D. in hand in Social or Cultural Anthropology and have experience in university level teaching. For more information about the department, please consult our web page at <http://www.dal.ca/~socio/anthro.htm>. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Victor Thirion, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 4R2. The deadline for receipt of applications is November 1st, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an employment/Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women.

STUDIO ART

UNIVERSITY OF GUELPH — The School of Fine Art and Music at the University of Guelph invites applications for a faculty appointment in Studio Art at the Assistant Professor or Associate Professor level beginning August 1, 2001. Applicants must hold an MFA or equivalent professional experience and be practicing professional artists with a significant record of exhibitions and related activities such as publications and commissions. A strong commitment to undergraduate and graduate teaching as well as to participation in the academic life of the University is expected. Knowledge of contemporary and historical art theory and practice and the capacity to debate these issues actively and creatively is expected of applicants. University or college teaching experience and an understanding of the educational development of a studio program are also required. Painting and Related 2D Practices. This appointment at the Assistant or Associate Professor level (probationary or with tenure) is expected to provide serious leadership for the

teaching and practice of Painting, Drawing, and Printmaking, in a B.A. Honours program and in an MFA program in Studio Art. The applicant must provide evidence of artistic knowledge of the materials and procedures of the practices of painting, drawing, and printmaking and demonstrate an ability to engage directly and physically with them. In addition to strong practical skills, a grounding in critical theory as it related to an artistic practice and a capacity to discuss the history of visual contemporary art are essential. Deadline: October 31, 2000. Candidates should submit a letter of application, current CV, a statement of teaching philosophy. At the same time, candidates should request that their confidential letters of reference be sent to: Dr. Mary G. Director, School of Fine Art and Music, 201 Zaitze Hall, University of Guelph, Guelph, Ontario, N1G 2W1. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents.

STUDY OF RELIGION

UNIVERSITY OF TORONTO — Hinduism and South Asian Religions. The Department and the Faculty of Divinity at the University of Toronto invite applications for a tenure-track position in Hinduism and South Asian Religions at the rank of Assistant Professor. The successful candidate will have a Ph.D. in Religion or another appropriate field. Reading knowledge of Sanskrit and at least one South Asian vernacular is required, as well as demonstrated ability to read the language of contemporary European scholarship. Teaching responsibilities will include basic and advanced courses in the area, as well as the introduction to the world religions course on a rotating basis. An acquaintance with current questions of method and theory in the study of religion is expected, and informed interest in issues of religious pluralism and society would be a welcome asset. Applicants should display outstanding potential as teachers of undergraduate and graduate students, and as research scholars. Salary will be commensurate with qualifications and experience. A letter of application, curriculum vitae, evidence of teaching effectiveness, and three letters of reference should be sent to: Professor J. Goheen, Chair, Dept. for the Study of Religion, 123 St. George St., University of Toronto, Toronto M5S 2B8. Candidates invited for an interview will be asked to send samples of their published work. The appointment will be effective July 2001. Applications should be received by October 10, 2000. This is a full-time Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THEATRE

DAHLHOUSE UNIVERSITY — The Department of Theatre, Dalhousie University, invites applications for a probationary tenure-track position at the rank of Lecturer or Assistant Professor, to commence on July 1, 2001. The

CAUT ACPPU

Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliations. CAUT believes that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human Rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contract Program. The program requires that the supplier of goods and services to the federal government who employ 100 persons or more and who want to bid on or compete for contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion, training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel: 202-737-5590.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures par des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'âge, d'état civil, de création familiale, ethnique, d'invalidité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la Rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des termes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et le degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire à l'étranger. CAUT publie une liste d'universités faisant l'objet de censures par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-5590.

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES	
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* Commission de 15 % des agences (illustrations prêtes à photographier)
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AD DEADLINES 2000-2001

The Bulletin is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 6/00	August 15/00
October	September 8/00	September 15/00
November	October 6/00	October 13/00
December	November 6/00	November 13/00
January	December 4/00	December 11/00
February	January 8/01	January 15/01
March	February 5/01	February 12/01
April	March 5/01	March 12/01
May	April 6/01	April 12/01
June	May 7/01	May 14/01

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

CAUT BULLETIN

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DATES LIMITES 2000-2001

Le Bulletin est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	8 août 2000	15 août 2000
Octobre	8 septembre 2000	15 septembre 2000
Novembre	6 octobre 2000	13 octobre 2000
Décembre	6 novembre 2000	13 novembre 2000
Janvier	4 décembre 2000	11 décembre 2000
Février	8 janvier 2001	15 janvier 2001
Mars	5 février 2001	12 février 2001
Avril	5 mars 2001	12 mars 2001
Mai	6 avril 2001	12 avril 2001
Jun	7 mai 2001	14 mai 2001

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPU

Veillez vous adresser à la coordonnatrice de la publicité
Tél (613) 820.2270 Téléc. (613) 820.2417
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ADVERTISING RATES

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All prices quoted are per page line and are in effect until July 1, 2001.
* Agency commission 15% (agency-ready artwork required)
* These prices indicate a colour advertising surcharge based on number of process colours used per page or fraction of page. Separations to be supplied by advertiser.

CAREERS CARRIÈRES

successful applicant will be responsible for teaching theatre history and be expected to be capable of teaching related classes in one or more of the following areas: dramaturgy, theatre and drama, A.P.O. or P.O. in hand is a required qualification. Teaching experience at the post-secondary level and scholarly publication would be desired. Candidates should have a good practical understanding of theatre in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Oshosha University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. Applications, including the names of three referees, should be sent to: Dr. Alan Andrews, Department of Theatre, Oshosha University, Halifax, NS Canada B3H 3J5, by November 1, 2000.

THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY, Faculty of Arts & Science. has one tenure-track position available in the area of Ethics. Please see our full-page display in this issue.

THEOLOGY

QUEEN'S THEOLOGICAL COLLEGE — Principal. Queen's Theological College is now seeking applications and nominations for the position of Principal, to begin June 1, 2001, or as soon thereafter as is possible. Through programs in Theology, Queen's Theological College provides a community of teachers and learners dedicated to critical understanding of the Christian faith, and to the preparation of men and women for Christian leadership. Through the Department of Religious Studies at Queen's University, the College provides a community of teachers and learners for knowledge, theological understanding and critique of religion as a global human phenomenon, and in its interaction with other dimensions of human life. The College's theological program is fully accredited by the Association of Theological Schools in the United States and Canada, it is also a testament-granting institution of The United Church of Canada. As a graduate degree-granting institution, the College is affiliated with Queen's University. With this focus the Principal is to provide leadership to all involved in the educational process, overseeing the work of the College, its faculty and staff, and providing for a public representation of the College in keeping with its expressed mission, values and goals. The Principal is responsible for the continuing good order and vitality of the College, and ensures that the College life and work are carried out in accordance with established policies. The Principal is accountable to the Board of Management for overall direction, planning, organization and finances of the College. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates external and internal to Queen's Theological College are encouraged to apply. All candidates will receive equal attention. Queen's welcomes diversity in the work place and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointment of the principal must be approved by the United Church of Canada. Further details and a position description may be obtained by writing to: Anne MacDermid, Chair, The Search Committee for a Principal of Queen's Theological College, Theological Hall, Kingston, Ontario, K7L 3N6, FAX 613 533-6879. Email: macdermid@queensu.ca or mpd@post.queensu.ca. Completed applications must include a cv and three letters of reference. The closing date for completed applications or nominations is November 10, 2000.

THEORETICAL ASTROPHYSICS

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS (CITA) — Postdoctoral fellowships. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several postdoctoral fellowships of two to three years duration this year. The starting date will be 1 September 2001. Funds will be available for travel and other research expenses. Fellowships are expected to carry out original research in theoretical astrophysics under the general supervision of the faculty at CITA whose interests include cosmology, interstellar matter, nuclear and relativistic astrophysics, gamma ray bursts, solar physics, star and planet formation. How to Apply: We would prefer electronic submissions. See the CITA web page at: <http://www.cita.utoronto.ca> for instructions. Applicants unable to access the web should mail a curriculum vitae, statement of research interests, and arrange for three letters of recommendation to be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. Deadline for applications and all letters of recommendation is 1 December 2000.

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS (CITA) — Senior Research Associate Positions. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more senior research associate positions of three to five years duration. The starting date will be 1 September 2001. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. How to Apply: We would prefer electronic submissions. See the CITA web page at: <http://www.cita.utoronto.ca> for instructions. Applicants unable to access the web should mail a curriculum vitae, statement of research interests, and arrange for three letters of recommendation to be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. Deadline for applications and all letters of recommendation is 1 December 2000.

SABBATICAL RENTAL

My house on enchanting Salt Spring Island, B.C. can be rented from Sept. 2000 to July 2nd, 2001. It sits on 1.2 peaceful tree acres and is approx. 2400 sq. ft. between main floor and walkout basement. The sunny, spacious great room is lined with yellow maple and leads onto a huge wrap-around deck with sea views. Two large upstairs bedrooms 1 king, 1 double and a twin bedroom downstairs. Sauna and 2 baths laundry and rec. room. Fully furnished and equipped cost \$1100.00 per month. Including utilities but excluding long distance phone charges. Loadback living.

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URBAN STUDIES
CONCORDIA UNIVERSITY, Faculty of Arts & Science. has one tenure-track position available in the field of Urban Studies. Please see our full-page display in this issue.

ZOOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Zoology Ecologist. The Department of Zoology, University of British Columbia, invites application for a tenure track Assistant Professor position in experimental field population/community

ecology. The successful applicant will be expected to teach core and upper-level courses in ecology and organismal biology and to play an active role in the UBC Centre for Biodiversity Research. The expected starting date will be July 1, 2001 (but could be as early as January 1, 2001). Salary will be commensurate with experience. In order to address under-representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. Appointment is subject to final budgetary approval. Applicants should contain a curriculum vitae, summary of research interests and teaching philosophy, reprints of three key publications, and the names and email addresses of three referees. These should be directed to: Dr. J.D. Berger, Head, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC, Canada V6T 1Z4 (tel: 604-822-5780). To expedite handling of applications, candidates should ask those named as referees to send supporting letters to the same address. Closing date for application is September 30, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ACCOMMODATIONS

GRACIOUS SABBATICAL LIVING in France \$1500 per month. Fully furnished apt. on the grounds of a Chateau, twenty minutes by car from the University of Poitiers. Spacious ground level one bedroom. Suitable for a couple, two work tables, luxurious bath, large terrace, fireplace, well appointed kitchen, dishwasher, cable television. Tennis and outdoor swimming pool. Adjacent to 27 hole golf course. Caretaker Maid service available. Enquire by Fax (819) 827-2582 and receive further information including photos.

SABBATICAL RENTAL in New Zealand. Fully furnished house, 3 bedrooms, study, pool, zoned best school, beautiful setting, available December 2000 - June 2001 in Marlborough, New Zealand (University of Waikato). Non-smokers, no pet. \$2200.00 per week. Phone/Fax 647 555 6504 Email: brn@waikato.ac.nz

Central London (U.K.) Studio apartment. Sept - Dec 2000. May - Dec 2001 (dates inclusive). vibron@mun.ca

LVIA UKRAINE — historical center. Renovated single/double occupancy. Radiator heated water reservoir. Inquire: akavach@ukrainsk.net

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THE UNIVERSITY OF NEW ENGLAND

The University of New England is located in one of the most scenic spots in Australia, with four distinct seasons and easy access to Sydney, Brisbane, the mountains and beaches. It is one of the very few college towns in Australia.

SENIOR LECTURER IN COUNSELLING

(Tenurable)

School of Health

The School of Health at the UNE comprises an inter-disciplinary team offering courses in counselling, gerontology, health science, health management and nursing. The Counselling program offers a post-first degree Bachelor of Counselling and a postgraduate Master of Counselling. The Counselling program consistently attracts a large number of students from around Australia and are offered by distance education with intensive residential programs. A Graduate Diploma and Master of Counselling program is also offered offshore in Hong Kong.

The successful applicant will be expected to make a strong contribution to the counselling programs on campus and offshore, postgraduate research supervision and the research profile of the School, which cover areas such as training issues for counsellors; training of health care providers in counselling skills and counselling process; mental health; women's health; ageing; health promotion; marginalisation; gay and lesbian health and wellness issues; and sexual health. The successful applicant should possess the following: PhD in a field relevant to counselling; demonstrated knowledge and expertise in counselling practice; demonstrated experience in relevant undergraduate and postgraduate teaching; experience in supervision of postgraduate research students; advanced training and experience in a specialised area of counselling experience in clinical supervision; demonstrated research and publication record; demonstrated expertise in small group teaching and group process; demonstrated experience in administration and coordination of teaching programs.

Informal enquiries may be directed to Dr Victor Munchillo, School of Health, telephone +61 2 6773 3952, email vmunchi@metz.une.edu.au

Salary: \$59,207 to \$68,271 per annum (Level C), plus up to 17% employer superannuation
Closing Date: 6 October 2000
Position No: 500

An application package must be obtained from <http://www.une.edu.au/personnel/recruit/> or Personnel Services on telephone +61 2 6773 2024. Applications will be received up to 5pm on the closing date. The University reserves the right not to fill a position.



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ASSISTANT PROFESSOR Department of Chemistry

The Department of Chemistry, Memorial University of Newfoundland, invites applications for tenure stream appointments at the rank of Assistant Professor in the areas of Inorganic/Materials Chemistry and Environmental/Analytical Chemistry, effective on or after January 1, 2001.

Memorial is a well equipped, modern university with an undergraduate student enrolment of more than 15,000 and MSc and PhD programs in all the major areas of science. The Chemistry Department has 22 tenured faculty, about 40 graduate students in NSERC supported research programs, and modern research instrumentation in all areas of Chemistry.

Applicants should possess a PhD in experimental inorganic chemistry or analytical chemistry, post-doctoral experience, and a strong academic and research background. The successful applicants will be expected to develop internationally recognized research programs, and contribute to teaching at both undergraduate and graduate levels. Salary will be commensurate with qualifications and experience.

Memorial University is part of a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for these positions are invited to include their resume for possible matching with other job opportunities. Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Applicants should provide a curriculum vitae, a list of publications, a statement of research interests and a research proposal, and should arrange for at least three letters of reference to be sent on their behalf to:

Dr. A.R. Stein, Acting Head
Department of Chemistry
Memorial University of Newfoundland
St. John's, Newfoundland A1B 3X7 Canada
Telephone: (709) 737-8772
Fax: (709) 737-3702
E-mail: arstein@mun.ca



of tomorrow. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students.

The University of Windsor invites applications for the position of Dean, Faculty of Education.

The Faculty of Education, which received top ranking from the Ontario College of Teachers, provides an opportunity for students to take an innovative approach to the mastery of the full spectrum of philosophies and approaches to teaching. The Faculty offers a preservice one year consecutive program, as well as a concurrent program. The one year consecutive program combines on-campus experience with over 80 days of classroom observation and teaching in the elementary and secondary panels. A concurrent science program combines studies in Education with an undergraduate Science degree, and a new concurrent program in early childhood education begins in September, 2000. An extensive in-service program offers continuing education opportunities to practising professionals.

Graduate programs in the Faculty of Education include an M.Ed., and a newly established Ph.D. program, jointly offered with three colleague Ontario universities. The Faculty consists of over 700 consecutive students, 80 concurrent students, over 200 in-service students, 65 graduate students, 27 full-time faculty, and 40 sessional instructors.

Janet Wright & Associates Inc.

Dean, Faculty of Education University of Windsor

A medium sized university with a solid reputation in teaching and research, the University of Windsor offers the "degree that works", an innovative and student focused approach which prepares its graduates for the challenges of tomorrow. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students.

The successful candidate for Dean will have demonstrated the capacity to provide dynamic leadership, and possess outstanding academic and professional qualifications, a strong belief in the value of teaching and research, and familiarity with elementary/secondary educational practice (classroom teaching experience and eligibility for a teaching certificate preferred). A collaborative management style, solid interpersonal and communication skills, and the capacity to further develop and enhance the Faculty's programs are essential.

The initial appointment, effective July 1, 2001 is for five years and is renewable for a second term. Written nominations or applications for the position, accompanied in the latter case by a letter of application, a full curriculum vitae, and the names of three referees should be submitted to the address shown below. To ensure consideration, applications and nominations should be received by November 15, 2000. The search will continue until the position is filled.

A complete position description and additional information about the Faculty of Education are available at: <http://www.uwindsor.ca>

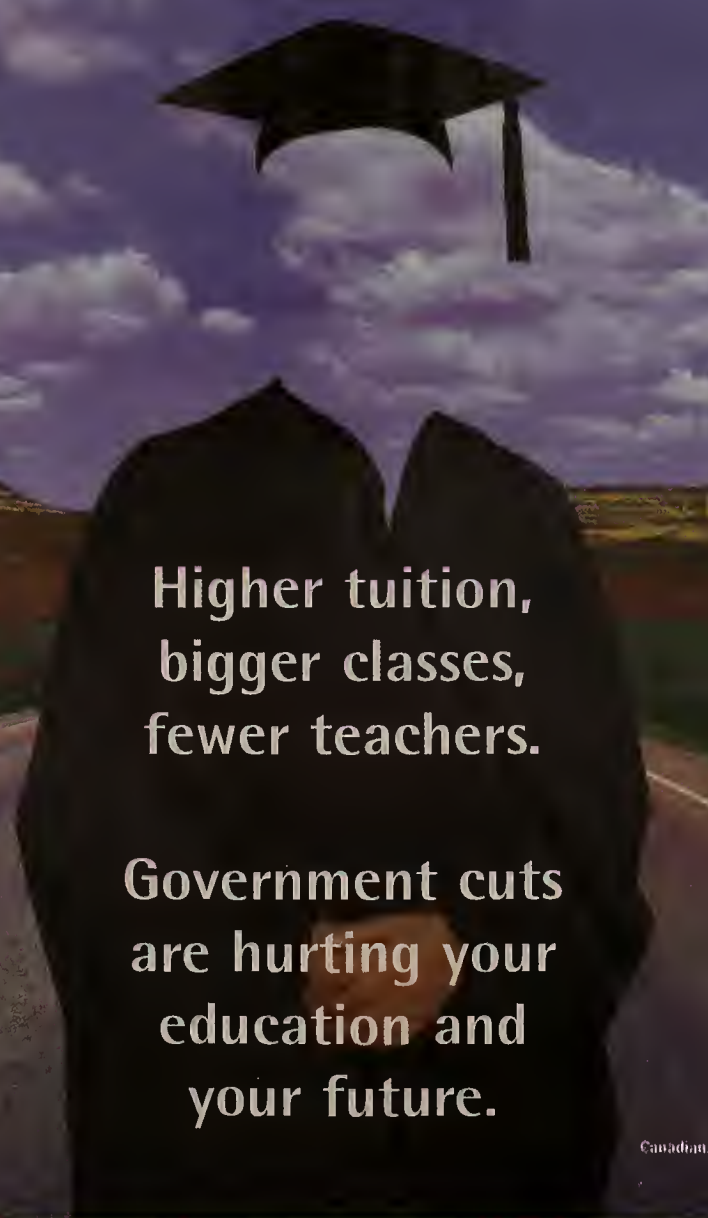
The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Janet Wright & Associates Inc.
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